



Supplier Code of Conduct

Introduction

A supplier code of conduct helps us to communicate our values to external stakeholders, like direct suppliers or consultants, and make sure that our expectations and requirements on our suppliers are clear. It helps us to articulate our principles and address potential risks of misconduct.

Eque2 is committed to achieving a standard of excellence in every aspect of our business. We always strive to work to the highest professional standards and comply with all relevant laws, rules and regulations.

We aim to improve the impact of our business on society, and expect the same high standards from those businesses with which we work. A reliable and ethical supply chain is critical to us.

Consequently, we expect members of our supply chain to conduct their business activities ethically and responsibly, with integrity, honesty and transparency and in compliance with all applicable laws, rules and regulations.

This supplier code of conduct is not exhaustive and should not be used to prevent companies from exceeding these standards.

Applicability

This code applies in the UK and overseas, to all suppliers and contractors who work with and conduct business on behalf of Eque2.

Key principles for suppliers

Compliance with law

Business activities shall comply with all applicable laws and regulations in the UK and other countries and jurisdictions in which you operate.

Underage workers

You shall employ only workers who meet the applicable legal minimum working age, except that in no event shall you employ any person who is under the age of 16 even if local law permits otherwise. We support the use of legitimate workplace apprenticeship programmes which comply with all appropriate legislation and regulations.

Modern slavery

Suppliers will not be involved in any activity which could constitute slavery, servitude and forced or compulsory labour or human trafficking in any form.

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Anti-discrimination

You shall not discriminate against any worker based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation or any other legally protected characteristic, in hiring or other employment practices.

Anti-harassment and bullying

You shall commit to a workplace free of harassment and will treat all employees with dignity and respect at all times. You will have zero tolerance for any kind of psychological or physical intimidation.

Health and safety

Suppliers should provide and maintain a safe work environment and integrate sound health and safety management practices into their business. You shall have a system for workers to report health and safety incidents without fear of reprisal, as well as a system to investigate, track, and manage such reports, and implement required corrective action. You shall obtain, keep current, and comply with all required health and safety permits, licences and consents.

Anti-bribery

Eque2 is committed to operating with honesty and integrity in all of its business activities and promotes a culture of anti-bribery and anti-corruption across the organisation. We expect our suppliers to operate with honesty, integrity and transparency in all business activities, and abide by all applicable anti-corruption laws and regulations of the countries in which you operate, including the UK Bribery Act 2010.

Whistleblowing

You shall have clear policies and procedures in place so that workers may report concerns about wrongdoing in their workplace without being victimised or dismissed.

Environment

All suppliers will comply with applicable environmental laws, regulations and standards. Suppliers must endeavour to reduce the environmental impact of their activities (e.g. resource consumption, air pollution, recycling and waste production, management of hazardous materials).

Intellectual property rights

You shall respect intellectual property rights and shall not knowingly infringe the intellectual property rights of any third party. You shall manage technology and knowhow in a manner that protects intellectual property rights.

Information security

You must comply with applicable data privacy laws and must protect the confidential and proprietary information of others, including personal data, from unauthorised or unlawful processing, access, destruction, use, modification and disclosure, and against accidental loss or destruction. You are expected to take the necessary information security measures, for both computer systems and portable electronic devices, to protect against malware and unauthorised disclosure of any proprietary information.

Confidentiality



You shall safeguard our information by keeping it confidential, secure, limiting access, and avoiding discussing or revealing such information in public places. These requirements extend even after the conclusion of your business relationship with us.

Business continuity planning

Where appropriate, suppliers should be prepared for any disruptions to their business (e.g. natural disasters, terrorism, software viruses, illness, infectious diseases) with disaster plans in place to protect their employees and the environment, as far as possible, and to ensure a continuity plan is in place to minimise disruption to ongoing trading.

Subcontracting

A principal supplier is expected to share these key principles with its subcontractors and other business partners who are involved in supplying the products and services described in a contract with Eque2.