

Supreme Coatings Ltd

Code of Conduct for Suppliers

Document Control

| Version | Date | Review | Changes Made | Approved By | Position |
|---------|---------------|---------------|--------------|-------------|----------|
| 1.0 | 17 April 2025 | 17 April 2026 | New Policy | Chris Every | Director |

1. Introduction

At Supreme Coatings Ltd, we are committed to maintaining the highest standards of ethical conduct and ensuring that our suppliers share our commitment to responsible business practices. This Code of Conduct outlines the principles and expectations that all suppliers must adhere to in their business dealings with us.

2. Compliance with Laws and Regulations

Suppliers must comply with all relevant local, national, and international laws and regulations in the jurisdictions where they operate, including those relating to employment, health and safety, environmental protection, and anti-corruption. This includes:

- Compliance with labour laws and regulations.
- Adherence to health and safety standards.
- Compliance with environmental regulations and sustainability practices.
- Adherence to anti-bribery and anti-corruption laws.

3. Ethical Business Practices

Suppliers are expected to conduct their business in an ethical, transparent, and honest manner. This includes:

- **Integrity and Fairness:** Treat all employees, customers, and business partners with fairness, respect, and integrity.
- **Anti-Corruption and Bribery:** Suppliers must not engage in or tolerate bribery, kickbacks, or any other form of corrupt behaviour.
- **Conflict of Interest:** Suppliers must avoid any situation where personal interests conflict with their business obligations.

4. Labour and Human Rights

Suppliers must respect the rights and dignity of their employees and ensure that they are treated fairly and with respect. The following practices must be adhered to:

- **No Child Labor:** Suppliers must not engage in the use of child labour. All workers must be above the legal working age.
 - **No Forced Labor:** Suppliers must not engage in or support any form of forced, bonded, or involuntary labour.
 - **Fair Wages and Benefits:** Suppliers must provide fair compensation that meets or exceeds local minimum wage requirements and benefits as required by law.
 - **Non-Discrimination:** Suppliers must provide equal opportunities to all employees and treat them with respect, regardless of race, gender, age, religion, or disability.
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5. Health and Safety

Suppliers must provide a safe and healthy working environment for all their employees. This includes:

- Complying with all local, national, and international health and safety laws.
 - Identifying and managing risks to workers' health and safety.
 - Providing necessary training and protective equipment to employees to ensure their safety on the job.
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6. Environmental Responsibility

Suppliers must respect and care for the environment by minimising their environmental footprint and complying with relevant environmental regulations. Suppliers should:

- Adopt practices that reduce waste and emissions.
 - Ensure the proper disposal of hazardous materials.
 - Use energy and resources efficiently.
 - Consider sustainability in their sourcing and production processes.
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7. Confidentiality and Data Protection

Suppliers must protect the confidentiality of information and data shared by Supreme Coatings Ltd. This includes:

- Adhering to data protection laws and regulations.
 - Safeguarding sensitive business and personal data.
 - Ensuring that any data shared is used solely for the purpose for which it was intended.
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8. Subcontracting and Supply Chain Management

Suppliers are expected to ensure that their subcontractors and third-party partners adhere to the principles outlined in this Code of Conduct. Suppliers must:

- Ensure that all subcontractors and third-party partners follow the same ethical standards.
 - Monitor and ensure compliance with this Code throughout their supply chain.
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9. Reporting and Accountability

Suppliers are expected to demonstrate transparency and be accountable for their actions. If any violation of this Code of Conduct is suspected, suppliers should:

- Immediately report any breach or concern to Supreme Coatings Ltd.
- Cooperate fully with investigations into any alleged violation of the Code.

Suppliers are encouraged to have systems in place for employees and subcontractors to report concerns related to ethics, health, safety, and legal compliance.

10. Consequences of Non-Compliance

Failure to comply with this Code of Conduct may result in the termination of the business relationship between the supplier and Supreme Coatings Ltd. Any violation may lead to:

- Termination of contracts or agreements.
 - Possible legal action or regulatory sanctions.
 - Removal from the supplier list and prohibition of future business dealings.
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11. Acknowledgment

By engaging in business with Supreme Coatings Ltd, suppliers acknowledge and agree to abide by the principles outlined in this Code of Conduct. This Code forms an integral part of the contractual relationship between the supplier and Supreme Coatings Ltd.

This policy is effective from 17 April 2025 and remains in force until further notice. It will be reviewed annually or following any significant legal, operational, or ethical updates.

Approved by: Chris Every – Managing Director

Date: 17/04/2025

Contact Information:

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