

Supplier Code of Conduct Policy

1. Introduction

Taylor & Fraser is committed to conducting business ethically, responsibly, and sustainably. This Supplier Code of Conduct outlines the minimum standards we expect from all suppliers, subcontractors, and service providers.

2. Environment

Suppliers must demonstrate proactive environmental management and continuous improvement in line with recognised best practices.

Environmental Management Systems: Suppliers must maintain an environmental policy or EMS (ideally ISO 14001 certified) and document environmental impacts, KPIs, and improvement plans.
Energy & Carbon: Suppliers must measure and reduce energy use and record/report greenhouse gas emissions.

Waste & Resource Management: Suppliers must reduce, reuse, and recycle materials wherever possible and dispose of waste legally and safely.

Pollution Prevention: Suppliers must implement controls to prevent spills, chemical hazards, air emissions, and wastewater issues.

Biodiversity Protection: Suppliers must avoid harm to local ecosystems, natural habitats, and endangered species.

3. Labour & Human Rights

Suppliers must uphold and protect human rights in accordance with international labour standards.

Working Conditions: Suppliers must provide fair wages, working hours, and employment terms that comply with labour laws.

Health & Safety: Suppliers must maintain safe working conditions, provide training, and ensure compliance with recognised safety standards (ISO 45001 preferred).

Freedom of Association: Workers must be able to form or join trade unions and engage in collective bargaining.

Diversity & Inclusion: Suppliers must prevent discrimination, bullying, or harassment and promote equal opportunities for all workers.

Training & Development: Suppliers must provide adequate job training to ensure skills, competence, and safe operations.

Human Rights Due Diligence: Suppliers must identify, prevent, and address human rights risks within their operations and supply chain.

Child & Forced Labour Prevention: Suppliers must strictly prohibit child labour, forced labour, bonded labour, or trafficking.

4. Ethics

Suppliers must conduct business with the highest ethical standards.

Anti-Corruption & Bribery: Suppliers must prohibit bribery, fraud, corruption, and facilitation payments and maintain adequate reporting mechanisms.

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Fair Competition: Suppliers must comply with anti-trust laws and avoid practices such as collusion or price-fixing.

Conflicts of Interest: Suppliers must disclose any real or potential conflicts of interest.

Data Protection & Privacy: Suppliers must comply with GDPR and local data protection regulations to safeguard personal and confidential data.

Responsible Information Management: Suppliers must protect intellectual property and ensure secure handling of business information.

5. Sustainable Procurement

Suppliers must support sustainable sourcing and demonstrate responsible supply chain practices.

ESG Integration: Suppliers must integrate Environmental, Social, and Governance factors into their own operations and supply chains.

Supplier Risk Monitoring: Suppliers must monitor sustainability performance across their supply chain and manage risks effectively.

Sustainable Materials & Practices: Suppliers are encouraged to adopt circular economy principles, reduce packaging, and use low-impact materials.

6. Compliance, Audits & Reporting

Suppliers must allow Taylor & Fraser to conduct audits or request documentation verifying compliance with this Code.

Any breaches must be reported immediately, and corrective actions must be implemented.

Non-compliance may result in suspension or termination of the business relationship.

7. Acknowledgement

By supplying goods and services to Taylor & Fraser, suppliers acknowledge and agree to comply with the standards outlined in this Supplier Code of Conduct.

Name: Andrew Norris

Position: Managing Director



Signed

Date: 03.09.2026

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