petauri
POWERING HEALTH

Policy

Supplier Code of Conduct

Document

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Review History

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Related Documents

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ABBREVIATIONS

ILO	International Labour Organization

GLOSSARY

PURPOSE

Petauri Evidence are committed to conducting business responsibly and ethically. This Supplier Code of Conduct sets out the minimum standards expected of our in-scope suppliers, contractors, and service providers. These standards reflect the principles set out in the International Labour Organization (ILO) conventions and the United Nations Global Compact.

By supplying goods or services to Petauri Evidence, priority suppliers are expected to support the principles set out in this Code and, where relevant and proportionate, take reasonable steps to encourage similar standards within their own supply chains.

SCOPE

This policy applies to suppliers of goods and services to Petauri Evidence.

OWNER AND REVIEW

The Operations/Business Support teams will review this policy annually or as required.

OVERVIEW

Petauri Evidence is committed to working with suppliers who operate responsibly, ethically, and in compliance with applicable laws and regulations. This policy outlines the standards expected of suppliers in areas including human rights, labour practices, health and safety, business ethics, environmental responsibility, information security, data protection, and supply chain management.

POLICY

1 LEGAL COMPLIANCE

Suppliers shall:

- Comply with all applicable laws and regulations in the countries in which they operate
- Conduct business in an ethical and lawful manner
- Maintain any licences, permits, or approvals required for their activities

2 HUMAN RIGHTS AND EMPLOYMENT PRACTICES

Suppliers are expected to respect human rights and uphold international labour standards. This includes:

- Treating all employees with dignity and respect
- Having appropriate measures in place to support equal opportunities and prevent unlawful discrimination
- Not tolerating harassment (including sexual harassment), bullying, abuse, or intimidation
- Paying employees in accordance with applicable wage and employment laws
- Complying with applicable working time legislation
- Respecting employees' rights to freedom of association and collective bargaining, where permitted by law

3 MODERN SLAVERY, FORCED LABOUR, AND CHILD LABOUR

Suppliers shall:

- Prohibit all forms of forced, bonded, or involuntary labour
- Not engage in human trafficking or slavery
- Employ only workers who meet the legal minimum working age requirements of the country in which they operate, and that can evidence they have the right to work in that country
- Take reasonable steps to identify and address modern slavery risks within their own supply chains, where relevant to their operations and supply chain risk profile

4 HEALTH AND SAFETY

Suppliers are expected to comply with applicable health and safety requirements and take reasonable steps to provide a safe and healthy working environment for employees and contractors. This includes taking appropriate measures to prevent accidents and work-related ill health, and providing employees with relevant health and safety information and training appropriate to their role and risk exposure.

5 BUSINESS ETHICS

Suppliers are expected to:

- Conduct business fairly, honestly, and in good faith
- Prohibit bribery, corruption, fraud, and other unethical business practices
- Comply with applicable anti-bribery, anti-corruption, and tax legislation

- Seek to identify, disclose, and manage conflicts of interest that could materially affect business decisions

6 ENVIRONMENTAL RESPONSIBILTY

Suppliers are expected to comply with applicable environmental laws and regulations and take a precautionary approach to environmental challenges. Where practical, they should take steps to improve environmental performance, for example by minimising waste, greenhouse gas emissions, pollution, and unnecessary environmental impacts arising from their operations.

7 INFORMATION SECURITY AND DATA PROTECTION

Suppliers are expected to:

- Protect confidential information shared by Petauri Evidence using appropriate measures
- Comply with applicable data protection and privacy legislation
- Implement appropriate controls to safeguard information and personal data, proportionate to the sensitivity of the information handled

8 SUPPLY CHAIN RESPONSIBILITY

Suppliers are expected to:

- Take reasonable steps, where relevant and proportionate, to encourage these standards within their own supply chains
- Cooperate with reasonable requests for information relating to ethical, environmental, or governance matters
- Notify Petauri Evidence of any significant breach of this Code relating to the goods or services provided to Petauri Evidence

9 COMPLIANCE

Petauri Evidence may request evidence of compliance with this Code and review supplier performance where proportionate, normally where material risks have been identified.