

## Morvern Group Limited

# Supplier Code of Conduct

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### 1. Introduction

At Morvern Group Limited, we are committed to conducting business with the highest ethical standards and integrity. We expect our suppliers to share this commitment and adhere to the principles outlined in this Supplier Code of Conduct. This document sets forth the minimum standards that we require our suppliers to meet in their business practices.

### 2. Legal Compliance

Suppliers must comply with all applicable laws, regulations, and standards in the countries in which they operate. This includes, but is not limited to, laws related to labour, health and safety, environmental protection, and anti-corruption.

### 3. Labour Practices

- **Child Labour:** Suppliers must not engage in or support the use of child labour. The term "child" refers to any person under the age of 15 (or 14 where the law of the country permits) or under the minimum age for employment in the country, whichever is greatest.
- **Forced Labour:** Suppliers must not use forced, bonded, or involuntary labour. Employment must be voluntary, and workers must be free to leave upon reasonable notice.
- **Working Hours:** Suppliers must comply with local laws regarding working hours and rest days. Overtime must be voluntary and compensated at a premium rate.
- **Wages and Benefits:** Suppliers must pay workers at least the minimum wage required by law and provide all legally mandated benefits. Wages should be paid in a timely manner.
- **Non-Discrimination:** Suppliers must provide a workplace free from discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status.
- **Freedom of Association:** Suppliers must respect the rights of workers to freely associate, organize, and bargain collectively.

### 4. Health and Safety

Suppliers must provide a safe and healthy working environment. This includes:

- Ensuring access to clean drinking water, sanitation, and adequate lighting and ventilation.
- Implementing procedures to prevent and manage occupational injuries and illnesses.
- Providing appropriate safety training and protective equipment to workers.
- Conducting regular health and safety risk assessments.

## 5. Environmental Responsibility

Suppliers must operate in an environmentally responsible manner and comply with all applicable environmental laws and regulations. This includes:

- Reducing waste, emissions, and energy consumption.
- Properly managing and disposing of hazardous materials.
- Promoting the use of sustainable resources and practices.

## 6. Business Ethics

- **Anti-Corruption:** Suppliers must not engage in any form of bribery, corruption, extortion, or embezzlement. They must not offer, give, or accept any form of bribe or kickback to gain an improper advantage.
- **Conflicts of Interest:** Suppliers must avoid any conflicts of interest that may adversely influence their business relationship with Morvern Group Limited.
- **Confidentiality:** Suppliers must protect the confidential information of Morvern Group Limited and not disclose it to any third parties without prior written consent.
- **Fair Competition:** Suppliers must engage in fair business practices, including accurate advertising and fair competition.

## 7. Monitoring and Compliance

Morvern Group Limited reserves the right to monitor and audit suppliers' compliance with this Code of Conduct. Suppliers are expected to provide reasonable assistance and access to information to facilitate such audits. Non-compliance with this Code of Conduct may result in the termination of the business relationship.

## 8. Reporting Violations

Suppliers must promptly report any known or suspected violations of this Code of Conduct to Morvern Group Limited. Reports can be made confidentially through our designated reporting channels.

## 9. Continuous Improvement

Suppliers are encouraged to continuously improve their practices and work towards exceeding the minimum requirements outlined in this Code of Conduct. Morvern Group Limited is committed to working collaboratively with suppliers to achieve higher standards of ethical, social, and environmental performance.

By adhering to this Supplier Code of Conduct, suppliers help Morvern Group Limited achieve its commitment to ethical business practices and sustainable development. We appreciate our suppliers' dedication to these principles and look forward to a mutually beneficial relationship.