

Legal & Regulatory 2025

Compliance

We insist that all suppliers adhere rigorously to all relevant legislation and regulation in their operations.

This includes all applicable employment, health, safety, environmental and Bribery & Corruption legislation.

Regulatory breaches that come to our attention will be taken into account when renegotiating supplier relationships.

Our Business Principles

We are committed to conducting our business with suppliers in a fair and honest manner, with openness and integrity, and expect that suppliers operate to these same principles. We further expect that suppliers are committed to operating to relevant best-practice standards of employment, health and safety and environmental management in the workplace, and that suppliers provide adequate working facilities for all employees. Our expectations of suppliers go beyond regulatory compliance.

To summarise our expectations, we believe that it is useful to reference the UN Global Compact Principles set out below.

Human Rights

We expect that:

Principle 1: Suppliers should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses.

Labour Standards

We expect that:

Principle 3: Suppliers should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.