

# **Simpson and Warner Logistics Ltd**

## **Supplier Code of Conduct**

### **1. Purpose**

This Supplier Code of Conduct outlines the standards and expectations Simpson and Warner Logistics Ltd ('the Company') places on its suppliers and service providers. It is designed to ensure responsible business practices, legal compliance, and the highest standards of ethics, health and safety, and environmental stewardship. All suppliers must comply with this Code as a condition of doing business with the Company.

### **2. Legal Compliance**

Suppliers must operate in full compliance with all applicable local, national, and international laws and regulations, including but not limited to: Employment and labour laws, Health and safety regulations, Data protection (e.g., UK GDPR), Environmental legislation, Anti-bribery and corruption laws (e.g., UK Bribery Act 2010).

### **3. Business Integrity**

We expect suppliers to conduct business with the highest standards of integrity: Zero tolerance for bribery, corruption, fraud, or embezzlement; Avoidance of conflicts of interest in any business dealing; Transparent and accurate record keeping.

### **4. Labour and Human Rights**

Suppliers must respect and support internationally recognized human rights standards. This includes: No forced, bonded, or involuntary labour; No child labour; Fair wages, working hours, and conditions; Respect for freedom of association and collective bargaining.

### **5. Health and Safety**

Suppliers must provide a safe and hygienic working environment and take all reasonable steps to prevent workplace hazards and accidents. This includes: Clear safety protocols and training; Use of personal protective equipment (PPE); Compliance with UK Health and Safety at Work Act 1974.

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### **6. Environmental Responsibility**

Suppliers should actively work to reduce their environmental impact. This includes: Responsible use of resources and waste management; Compliance with applicable environmental regulations; Avoidance of hazardous substances where possible.

### **7. Confidentiality and Data Protection**

Suppliers must protect the confidentiality of all proprietary and personal data shared by the Company, and adhere to all applicable data protection laws including the UK General Data Protection Regulation (UK GDPR).

### **8. Subcontracting and Transparency**

Suppliers must not subcontract any portion of the work without prior written approval. All subcontractors must adhere to this Code of Conduct.

### **9. Reporting Concerns**

Any supplier who becomes aware of a breach of this Code must notify Simpson and Warner Logistics immediately. Reports will be treated confidentially and without retaliation. Report to: [ethics@simpsonwarner.co.uk](mailto:ethics@simpsonwarner.co.uk)

### **10. Monitoring and Compliance**

Simpson and Warner Logistics reserves the right to audit supplier practices and request evidence of compliance with this Code. Repeated or serious violations may result in termination of the business relationship.

### **Contact Information**

Simpson and Warner Logistics Ltd

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Unit 18, Logistics Park, Nottingham, UK

Email: [suppliers@simpsonwarner.co.uk](mailto:suppliers@simpsonwarner.co.uk)

Website: [www.simpsonwarner.co.uk](http://www.simpsonwarner.co.uk)