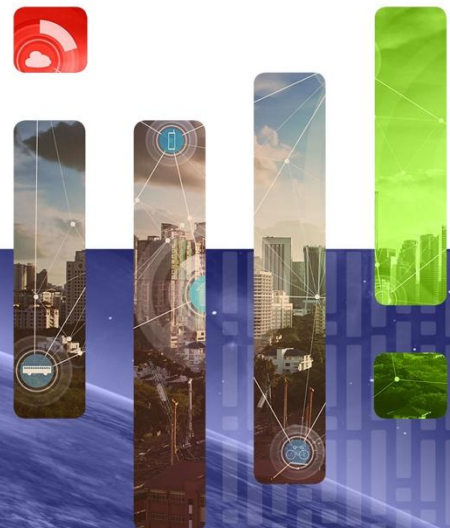


ESG

Supplier Code of Conduct

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1 Introduction

Resillion is committed to conducting business ethically, responsibly, and in alignment with international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This Supplier Code of Conduct outlines the principles and standards we require our suppliers to uphold as part of our shared commitment to sustainability and responsible business practices.

2 Applicability

- “Supplier”, in this policy, refers to a person or organisation that provides Resillion product and / or service.
- From 1st January 2025, our supplier assessment process covers the requirements of this standard for all new Resillion Suppliers. Failure to meet this standard may result in the suspension or termination of the supplier relationship. However, Resillion is committed to working collaboratively with suppliers to address gaps and ensure alignment with this Code where feasible.
- For existing Resillion Suppliers, we also assess the same requirements at least annually, or if the circumstances of our Suppliers change significantly. If any requirement is not met, Resillion may provide a transitional period of up to 24 months to meet our standard.

3 Minimum Supplier Commitments

3.1 Compliance with Laws and Regulations

Suppliers must conduct all activities in full compliance with applicable local, national, and international laws and regulations, including the ILO Core Conventions, the Modern Slavery Act, and environmental commitments under the Paris Agreement.

3.2 Labour Practices

Resillion promotes diversity and inclusion, and we expect our Suppliers to adopt the same approach.

- Fair Treatment: Suppliers must treat all employees with respect and dignity. Discrimination, harassment, and abuse are strictly prohibited.
- Equal Opportunity: Recruitment, benefits, promotion and training shall be based on ability and merit and not on personal characteristics.
- Wages and Benefits: Suppliers must provide fair wages and benefits that meet or exceed legal requirements.
- Working Hours: Suppliers must comply with applicable laws regarding working hours and overtime.
- Child Labour: Suppliers must not engage in or support the use of child labour.

Suppliers must uphold the rights of employees to freely associate and collectively bargain. Forced or bonded labour is strictly prohibited, and Suppliers are encouraged to implement robust diversity, equity, and inclusion (DE&I) policies to promote a fair and inclusive workplace.

3.3 Health and Safety

Suppliers must provide a safe and healthy working environment, in line with applicable laws and recognised standards such as ISO 45001. This includes proactive measures to identify and mitigate

workplace hazards, as well as maintaining emergency preparedness plans and conducting regular training for employees.

3.4 Environmental Responsibility

Resillion strive to prevent and minimise harmful effects of their operations on the environment, and we expect our Suppliers to do the same.

Suppliers must operate in an environmentally responsible manner. Suppliers must operate in an environmentally responsible manner and they are encouraged to adopt practices aligned with recognised frameworks such as ISO 14001 or the Science-Based Targets Initiative (SBTi).

The basic requirements include minimizing waste, reducing emissions, and conserving natural resources. Suppliers should strive to implement sustainable practices and continuously improve their environmental performance.

Suppliers are also expected to comply with relevant reporting standards, including EU CSRD and UK SEC, where applicable.

3.5 Ethical Conduct

Suppliers must implement robust anti-corruption measures, including conducting due diligence on third parties and ensuring compliance with anti-bribery laws such as the UK Bribery Act. Suppliers must also maintain whistleblower mechanisms that allow employees to report violations confidentially and without fear of retaliation.

- **Anti-Corruption:** Suppliers must never provide or accept a bribe in connection with Resillion business or any other business they conduct. Suppliers should be aware of the local laws relating to gifts and hospitality that apply in the jurisdictions in which they interact with Resillion.
- **Confidentiality:** Suppliers must protect the confidentiality of all proprietary and/or confidential information provided by Resillion.
- **Privacy:** Suppliers must adhere to GDPR and any applicable data protection regulations on handling or processing personal data related to Resillion and Resillion's customers.
- **Conflict of Interest:** Suppliers must avoid conflicts of interest and disclose any potential conflicts to Resillion.

3.6 Monitoring and Compliance

Resillion reserves the right to conduct both announced and unannounced audits to verify Suppliers' compliance with this Code of Conduct. Audits may be conducted directly by Resillion or by a third party appointed by Resillion. Suppliers are expected to cooperate fully with any such audits and provide necessary documentation.

3.7 Reporting Violations

Suppliers must report any violations of this Code of Conduct through Resillion's dedicated reporting channels, such as [the Responsible Disclosure Mailbox](#). All reports will be handled confidentially, and Suppliers are assured of protection against any form of retaliation."

3.8 Continuous Improvement

Suppliers are encouraged to continuously improve their practices and align with the evolving standards of Resillion, such as:

- Training: Resillion encourage suppliers to provide training to their employees on the principles of this Code to ensure understanding and compliance.
- Supplier Engagement: Include a commitment to collaborate with your suppliers on capacity-building initiatives, such as workshops on sustainability or compliance best practices.
- Grievance Mechanisms: Establish their own grievance mechanisms for employees, enabling effective resolution of workplace issues.

4 Contact

If Supplier require assistance in complying with this standard, please [contact us](#).