



Supplier Code of Conduct

Applies to

All suppliers, subcontractors, service providers, consultants, agents and third parties acting on behalf of Waste Mission

1. Introduction

Waste Mission is committed to operating with integrity, transparency and accountability across all areas of our business. We expect the same standards from the organisations we work with.

This Supplier Code of Conduct sets out the minimum standards expected of all suppliers and third parties who provide goods or services to Waste Mission.

Suppliers are expected to:

- Comply with all applicable laws and regulations.
- Operate ethically and responsibly.
- Maintain appropriate management systems and controls.
- Flow down equivalent standards to their own supply chains where relevant.

Compliance with this Code is a condition of doing business with Waste Mission.

2. Legal Compliance

Suppliers must comply with all applicable local, national and international laws and regulations relevant to their operations, including but not limited to:

- Environmental legislation
- Health and safety legislation
- Employment and labour laws
- Data protection laws
- Anti-bribery and anti-corruption laws
- Export control and sanctions regulations

3. Ethics and Business Integrity

3.1 Anti-Bribery and Corruption

Suppliers must not offer, give, request or accept bribes, facilitation payments or any improper financial or other advantage.

Appropriate policies and controls must be in place to prevent bribery and corruption within the supplier's organisation and supply chain.

3.2 Gifts and Hospitality

Gifts and hospitality must be reasonable, proportionate and lawful. Cash or cash equivalents must never be offered or accepted.

3.3 Conflicts of Interest

Suppliers must avoid conflicts of interest and disclose any actual or potential conflicts relating to their relationship with Waste Mission.

3.4 Fraud and Misrepresentation

Suppliers must not engage in fraud, deception, false claims, or misleading conduct in any dealings with Waste Mission or third parties.

3.5 Competition and Fair Dealing

Suppliers must comply with competition and antitrust laws and must not engage in price fixing, bid rigging, market allocation or other anti-competitive practices.

4. Governance and Controls

Suppliers are expected to maintain appropriate governance structures and internal controls to ensure compliance with this Code.

This includes:

- Maintaining accurate and complete business records
- Retaining records in accordance with legal and contractual requirements
- Implementing internal reporting mechanisms for ethical concerns
- Protecting whistleblowers from retaliation

Waste Mission reserves the right to request evidence of compliance where reasonably required.

5. Human Rights and Labour Standards

Suppliers must respect internationally recognised human rights and operate in a manner that upholds dignity and fairness.

5.1 Modern Slavery

Suppliers must not engage in, or support forced labour, bonded labour, human trafficking or any form of modern slavery.

All work must be voluntary. Workers must not be charged recruitment fees or have personal identification documents withheld.

5.2 Child Labour

Suppliers must not employ individuals below the legal minimum working age.

5.3 Fair Employment

Suppliers must:

- Provide written terms of employment
- Pay at least the legal minimum wage
- Provide legally required benefits
- Comply with working time regulations
- Allow employees to leave employment with reasonable notice

5.4 Non-Discrimination and Harassment

Suppliers must provide a workplace free from discrimination, harassment, intimidation or abusive conduct.

5.5 Freedom of Association

Suppliers must respect the legal rights of workers to associate freely and engage in lawful collective dialogue.

6. Health and Safety

Suppliers must provide a safe and healthy working environment and comply with all applicable health and safety legislation.

Suppliers are expected to:

- Operate an appropriate health and safety management system (e.g. ISO 45001 or equivalent)
- Identify and manage workplace risks
- Provide necessary training and supervision
- Investigate and address incidents appropriately

7. Environmental Responsibility

Suppliers must operate in a manner that actively manages environmental risks and minimises environmental impact.

Suppliers are expected to:

- Comply with environmental laws and permits
- Operate an environmental management system (e.g. ISO 14001 or equivalent)
- Manage waste responsibly
- Reduce emissions and resource consumption where practicable
- Prevent pollution

Where relevant, suppliers must provide environmental data to support Waste Mission's reporting and compliance obligations.

8. Quality and Operational Standards

Suppliers must deliver goods and services that meet agreed specifications, legal requirements and industry standards.

Suppliers are expected to:

- Operate an appropriate quality management system (e.g. ISO 9001 or equivalent)
- Maintain traceability and chain of custody where relevant
- Prevent the use of counterfeit or non-conforming materials
- Notify Waste Mission promptly of any issues that may affect safety, compliance or quality

9. Information Security and Data Protection

Suppliers must protect confidential, proprietary and personal information belonging to Waste Mission and its customers.

Suppliers must:

- Comply with applicable data protection laws
- Implement appropriate physical and electronic security controls
- Restrict access to authorised personnel only
- Report any data breach or security incident promptly

Where appropriate, suppliers should align with recognised security standards such as Cyber Essentials, ISO 27001 or equivalent frameworks.

10. Export Controls and Sanctions

Suppliers must comply with all applicable export control laws, trade sanctions and embargo regulations.

Suppliers must not engage in transactions that breach national or international sanctions regimes.

11. Supply Chain Responsibility

Suppliers are expected to communicate equivalent standards to their own suppliers and subcontractors where those parties contribute to goods or services provided to Waste Mission.

Suppliers remain responsible for the performance and compliance of their subcontractors.

12. Reporting Concerns

Suppliers must provide appropriate channels for employees and third parties to raise concerns regarding legal or ethical misconduct without fear of retaliation.

Suppliers must cooperate with Waste Mission in investigating any credible concerns related to this Code.

13. Compliance and Monitoring

Waste Mission may request reasonable evidence of compliance with this Code.

Failure to comply with this Code may result in corrective action, suspension or termination of the business relationship.

14. Acceptance

Suppliers are expected to confirm acceptance of this Code as part of onboarding or contractual engagement with Waste Mission.

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Review Frequency: Annually or as required

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