



Score Group Limited (hereafter referred to as Score or the Company) Supplier Code of Conduct (hereafter referred to as the Code) is aligned with the Company's Code of Conduct and together, guide the manner in which we conduct our business.

The Code exists to safeguard our relationships with business partners, suppliers and manufacturers (hereafter referred to as the 'Supplier') to ensure adherence to our basic expectations of conducting business and to outline our approach to sustainable procurement. This relates to health and safety; equal opportunities and legal requirements; modern slavery; bribery and corruption; and corporate social responsibility.

These practices are based on well-respected and recognised national, international and industry standards, to ensure that everyone we engage with, from our employees to those working on our behalf, act ethically and with integrity at all times.

## **Scope**

The Code defines the non-negotiable minimum standards that we ask the Supplier to respect and comply with. The standards of this Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between the Supplier and Score.

The following seven categories encompass the Code.

1. Health and Safety
2. Environmental Impact
3. Diversity and Inclusion
4. Modern slavery
5. Anti-Bribery and Corruption (ABC)
6. Conflicts of Interest
7. Sourcing of Materials

### **1. Health and Safety**

Score is committed to the prevention of injury and the provision of a safe working environment, in all its workplaces and operations. In addition, Score adheres to all applicable safety legislation, regulations and other requirements which impose statutory duties on the company.

We expect all parts of our supply chain to have the same commitment to preventing injuries and operating safely, in addition to compliance with all relevant safety legislation.

Specifically, we expect that you:

- Provide a safe working environment
- Conduct risk assessments and have safe systems of work
- Provide the required safety equipment and PPE (Personal Protective Equipment)
- Conduct health surveillance, where required
- Train your staff how to work safely
- Record and investigate accidents

Score will never ask you to operate unsafely or to breach safety legislation. No instruction from Score should ever be interpreted as an instruction to operate unsafely.



## **2. Environmental Impact**

Score is committed to continual improvement of our environmental management system; continual enhancement of our environmental performance; the protection of the environment; the prevention of pollution and to compliance with all applicable environmental legislation and regulations.

Score has committed to reducing our Greenhouse Gas Emissions by 30% by 2030.

We expect the same commitments from the Supplier. Specifically, we expect that you:

- Assess and monitor the environmental impact of your operations
- Provide the equipment necessary to prevent pollution, including in emergencies
- Monitor the Greenhouse Gas Emissions from your operations and actively work towards reducing these
- Work to improve the sustainability of your operations, product, and packaging

## **3. Diversity and Inclusion**

At Score, we are committed to promoting diversity and inclusion throughout our organisation and are committed to developing an open-minded, global culture.

Score expects the Supplier to treat all staff with dignity and respect. The Supplier must not discriminate against staff or prospective employees based on race, religion, gender, sexual orientation, disability, union membership or age.

The Supplier must comply with the employment legislation relevant to their operations.

## **4. Modern Slavery**

Score has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships.

Modern slavery includes the following:

- Child labour
- With-holding wages
- Forcing labour by means of threats or violence
- Forcing labour by coercion or deception

The Supplier must have an understanding of what constitutes modern slavery and must not permit these practices within their operations, or knowingly use sub-suppliers who use these practices.

The Supplier must adhere to the working time legislation relevant to its operations and must pay wages which meet or exceed any statutory minimum wages rates.



## **5. Bribery and Corruption (ABC)**

Score respects all legislation relating to the countering of bribery and corruption in all the jurisdictions in which it operates. The Company operates in adherence to the UK Bribery Act 2010 and the US Foreign Corrupt Practices Act. As a minimum, Score expects its suppliers to comply with these acts.

Bribery and corruption damages businesses and the communities. Anti-corruption laws are complex and the consequences of violating them are severe. Score does not make facilitation payments and will not accept 'kickbacks' of any kind, whether to or from government officials, private businesses or individuals. Score expects the Supplier to operate on the same basis.

Score believes that orders need to be awarded on the merits of the products, services and standards offered by the Supplier. Gifts or hospitality should not be offered and will not be accepted.

## **6. Conflicts of Interest**

It is important for the Supplier to disclose, in advance any relationship with a Score employee or person working with the Company that represents or might appear to represent a conflict of interest. This is to ensure that the Company's business practices remain open and transparent and as far as reasonably practicable, free from any direct conflict of interest.

The Supplier must never approach friends or associates within Score to attempt to indirectly influence the award of contracts or orders.

## **7. Sourcing of Materials**

The Supplier must comply with applicable laws and regulations regarding conflict minerals which include tin, tungsten, tantalum and gold. Additionally, the Supplier is expected to have a policy in place to reasonably assure that any tin, tungsten, tantalum and gold which may be contained in the products they manufacture, do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses.

The Supplier should exercise, as may be directed by law, due diligence on the source and chain of custody of these minerals and be able to provide evidence of source, should this be requested by Score.



**Compliance declaration**

We, the Supplier as undersigned, hereby confirm that: We have received and taken due note of the contents of the Supplier Code of Conduct:

- We will report to Score any case of violations of the Code
- We will comply with the Score Code of Conduct requirements based on a development-oriented approach and without amendment or abrogation
- We will inform subcontractors of the content of the Score Group Limited Supply Chain Code

Company name:

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Individual name and title:

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Signature:

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Date and place:

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