

TelecomPlus

# Supply chain policy

Telecom Plus is committed to socially responsible and ethical business practices and we expect all of our suppliers to share our commitments and behave in a way that upholds our values. This policy sets out the standards that must be implemented across all of our supply chain activities. This policy has been developed to assist in complying with sustainable, ethical and responsible business practices.

# 1 Commitments

We shall as a company ensure that:

- We select suppliers with the highest standards of service, risk management, business continuity planning and ethical practices. Our senior management conduct due diligence of all key supplier relationships.
- Our purchasing activities comply as a minimum with all relevant legislation, regulations, codes of practice and other requirements applicable to management of the supply chain, whilst ensuring through our procurement contracts, that the supply chain remains compliant, in particular, with health & safety, quality and environmental requirements.
- Our suppliers adopt and adhere to rules and conditions of employment that respect workers and, at minimum, safeguard their rights under national and international laws and regulations. Through our Supplier Code of Conduct we require our suppliers to maintain these standards and encourage them to enforce these standards within their own supply chains.
- We comply with the Bribery Act 2010 and the Modern Slavery Act 2015, and we require the highest professional ethics, standards and conduct from both ourselves and of our supply chain. In order to ensure compliance, our suppliers are required to sign up to our Supplier Code of Conduct outlining the minimum standards we expect our suppliers to implement and follow.
- We encourage our suppliers to respect the rights of their workers to associate or not with any group, as permitted by and in accordance with all applicable laws, freedom of association and collective bargaining through our Supplier Code of Conduct.

- We ensure we are providing a safe workplace and in turn we require our suppliers to provide a safe and healthy workplace environment. We require all our suppliers to understand the health and safety risks of their activities to prevent accidents and injury in the course of work. Our suppliers are required to sign up to health and safety standards as set out in our Supplier Code of Conduct.
- We deal with suppliers in a manner which is non-discriminatory; provides for equal treatment; is open and transparent; and provides for mutual recognition.
- We have an appropriate whistleblowing policy in place in order to alert us to supply chain issues.
- The employees involved with contracting and managing suppliers are appropriately trained in Supply Chain practices on a regular basis.
- We will continually monitor our suppliers to ensure compliance with our Supplier Code of Conduct and seek to work with our suppliers to resolve non-compliance.
- We will continue to look at ways to engage further with our suppliers to promote responsible business practices.

In addition to the Supplier Code of Conduct issued to all suppliers, we also carry out modern slavery due diligence on our high risk suppliers. Assessments are automatically undertaken with regards to modern slavery compliance as part of our supplier vetting process.

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