



Supplier Code of Conduct

1. Introduction

This Supplier Code of Conduct ("Code") sets forth the minimum standards and expectations for suppliers who provide goods and services to STIM Scotland Ltd. It is based on the principles and guidelines provided by the OECD Guidelines for Multinational Enterprises and the Universal Declaration of Human Rights, with a specific focus on labour, health and safety, and environmental matters. STIM Scotland expects its suppliers to adhere to this Code and to ensure that their own suppliers and subcontractors also comply with these principles.

2. Scope

This Code applies to all suppliers, including their employees, agents, and subcontractors, who provide goods or services to STIM Scotland.

3. Compliance with Laws and Regulations

Suppliers shall comply with all applicable national and international laws, regulations, and industry standards.

4. Human Rights and Labor Standards

4.1. Forced Labour and Human Trafficking: Suppliers shall not engage in or support any form of forced labour, including bonded labour, indentured labour, or human trafficking.

4.2. Child Labour: Suppliers shall not employ or use child labour in any stage of their supply chain. Suppliers must comply with the minimum age requirements set by applicable laws and regulations.

4.3. Discrimination: Suppliers shall not engage in or support any form of discrimination based on race, colour, religion, gender, age, nationality, disability, sexual orientation, or any other protected characteristic.

4.4. Harassment and Abuse: Suppliers shall provide a work environment free from harassment, abuse, and any form of inhumane treatment.

4.5. Fair Wages and Benefits: Suppliers shall provide fair and competitive wages and benefits to their employees in compliance with applicable laws and regulations.

4.6. Working Hours: Suppliers shall ensure that their employees do not work beyond the maximum working hours permitted by applicable laws and regulations.

4.7. Freedom of Association and Collective Bargaining: Suppliers shall respect their employees' rights to join or form trade unions and to engage in collective bargaining in accordance with applicable laws and regulations.

5. Health and Safety

5.1. Safe and Healthy Working Conditions: Suppliers shall provide a safe and healthy work environment for their employees, in compliance with applicable laws and regulations.

5.2. Accident Prevention and Emergency Preparedness: Suppliers shall establish and maintain procedures to prevent accidents and to respond effectively to emergency situations.

5.3. Training and Education: Suppliers shall provide appropriate training and education to their employees, to ensure their safety and well-being.

6. Environmental Management

6.1. Environmental Compliance: Suppliers shall comply with all applicable environmental laws and regulations, and shall obtain and maintain all necessary permits and licenses.

6.2. Resource Management: Suppliers shall use resources, including energy, water, and raw materials, responsibly and efficiently.

6.3. Waste and Emissions Management: Suppliers shall establish and maintain procedures for the proper management of waste and emissions, in compliance with applicable laws and regulations.

6.4. Environmental Impact Reduction: Suppliers shall continually strive to minimize the environmental impact of their operations, products, and services.

7. Business Integrity

7.1. Anti-Corruption: Suppliers shall not engage in any form of corruption, bribery, or extortion, and shall comply with all applicable anti-corruption laws and regulations.

7.2. Fair Competition: Suppliers shall conduct their business activities in a fair and transparent manner, and shall comply with all applicable antitrust and competition laws and regulations.

8. Monitoring and Compliance

8.1. Suppliers shall establish and maintain procedures to ensure compliance with this Code and all applicable laws and regulations.

8.2. STIM Scotland reserves the right to conduct audits and inspections of suppliers' facilities and operations to verify compliance with this Code. Suppliers shall provide all necessary information and assistance to facilitate such audits and inspections.

9. Reporting and Remediation

9.1. Suppliers shall promptly report any actual or suspected violations of this Code to STIM Scotland.

9.2. In the event of a violation, suppliers shall take appropriate corrective actions to remediate the situation and prevent its recurrence.

10. Continuous Improvement

Suppliers shall strive to continuously improve their social, environmental, and ethical performance and to implement best practices in their operations and supply chain.

By adhering to this Supplier Code of Conduct by signature, suppliers commit to upholding the principles and standards set forth herein and to promoting responsible business practices throughout their supply chain.

Date

Signature