

## Supplier Code of Conduct

### Purpose

The Supplier Code of Conduct outlines the legal and ethical standards that Seven Consulting expects all suppliers, contractors, and business partners to uphold, particularly regarding human rights, labour conditions, and environmental practices.

### Scope

The Code applies to all suppliers and service providers who provide goods or services to or behalf of Seven Consulting. Compliance with this Code is a condition of doing business with us.

### Human Rights and Labour Standards

Suppliers must:

- Comply with all applicable labour laws and regulations
- Prohibit any form of modern slavery, including forced, bonded, or child labour
- Ensure employment is freely chosen with workers free to leave at any time
- Provide fair wages and benefits that meet or exceed legal minimums
- Ensure safe and hygienic working conditions
- Respect freedom of association and the right to collective bargaining

### Modern Slavery and Human Trafficking

Suppliers Must:

- Not engage in or support any form of modern slavery or human trafficking
- Ensure all workers are employed voluntarily and are not subject to threats, coercion, or retention of personal documents
- Be transparent about their supply chains and cooperate with any due diligence or investigations conducted by Seven Consulting

### Business Integrity

Suppliers are expected to:

- Operate ethically and in compliance with all applicable anti-corruptions and anti-bribery laws
- Maintain accurate records and conduct business transparently
- Avoid conflicts of interest and disclose any potential concerns to Seven Consulting

### Environmental Responsibility

Suppliers should:

- Comply with all environmental laws and regulations
- Strive to reduce waste, emissions, and energy usage
- Source materials responsibly and minimise environmental harm

### Monitoring and Compliance

Seven Consulting reserves the right to:

- Assess supplier compliance with this Code through audits, questionnaires, or site visits
- Require corrective action plans for any non-compliance
- Terminate relationships with suppliers who fail to meet or address breaches of this Code

### **Reporting Concerns**

Suppliers and their workers may raise concerns about breaches of this Code confidentially through:

- Our Commercial Manager, Yanmin Chen, at [yanmin.chen@sevenconsulting.com](mailto:yanmin.chen@sevenconsulting.com)

Reports will be handled sensitively, with no retaliation for good faith disclosures

### **Acknowledgement**

All suppliers must acknowledge receipt of and adherence to this Code. This can be done via email confirmation, contractual reference, or digital acceptance through procurement systems