Supplier Code of Conduct

Responsible sourcing, ethical business and supply chain standards

Purpose and scope

Wrightform Ltd recognises its responsibility to trade responsibly and to work with suppliers who share our commitment to ethical conduct, fair employment, safe working practices and environmental care. This Supplier Code of Conduct sets out the minimum standards expected of suppliers, contractors and other business partners providing goods or services to Wrightform Ltd.

Suppliers must comply with applicable local and national laws and regulations and are expected to promote equivalent standards within their own supply chains. Where this Code sets a higher standard than local requirements, suppliers should seek to meet that standard where lawful and practicable.

1. Employment standards

Suppliers must treat workers fairly and with dignity, respect lawful rights to freedom of association and collective representation, and provide equal opportunity and treatment without unlawful discrimination, harassment, intimidation or abuse.

Pay, benefits, working hours, rest periods and leave must comply with applicable laws. Suppliers should support equal pay for work of equal value and provide clear employment terms.

Forced, bonded, trafficked or involuntary labour is prohibited. Workers must not be required to surrender identity documents or pay recruitment deposits, and must be free to leave employment subject to lawful notice requirements.

Child labour is prohibited. Suppliers must comply with applicable minimum-age and compulsory-schooling laws and must not employ anyone below the age of 15, or the higher legal minimum where applicable. Young workers must not be assigned hazardous work.

2. Health, safety and environment

Suppliers must provide a safe and healthy working environment, identify and control workplace hazards, provide appropriate equipment and protective measures, and ensure workers receive suitable, documented health and safety instruction and training, including when roles change.

Workers must have access to safe drinking water, suitable sanitation and appropriate welfare facilities. Any worker accommodation provided must be safe, clean and fit for purpose. A responsible management representative should oversee health and safety arrangements.

Suppliers must comply with applicable environmental requirements and work to prevent pollution, minimise waste, manage resources responsibly and improve environmental performance where practical. Wrightform's management systems include ISO 14001 and ISO 45001; suppliers are encouraged to support these objectives.

3. Ethical dealings and anti-bribery

Suppliers and their representatives must act honestly and transparently. They must not offer or accept bribes, kickbacks, improper gifts or favours intended to influence a business decision. Suppliers must comply with applicable anti-bribery and anti-corruption legislation, including the UK Bribery Act 2010 where applicable, and promptly disclose actual or potential conflicts of interest.

4. Confidentiality and proprietary information

Commercial, technical and personal information received through dealings with Wrightform must be protected, used only for authorised business purposes and not disclosed without permission or another lawful basis. Suppliers must respect intellectual property rights, maintain appropriate information security and provide accurate information during quotations, negotiations and delivery.

5. Monitoring and record keeping

Suppliers should maintain records sufficient to demonstrate compliance with this Code and applicable laws. On reasonable request, and subject to confidentiality, data protection and legal obligations, suppliers should cooperate with Wrightform's proportionate compliance enquiries and corrective-action processes. Suspected material breaches should be reported promptly to the Wrightform business contact.

6. Responsible minerals sourcing

Wrightform supports responsible sourcing of tin, tantalum, tungsten and gold (3TG) and efforts to prevent mineral supply chains from contributing to conflict or human rights abuses, including in the Democratic Republic of the Congo and adjoining countries.

Where relevant to supplied products and customer requirements, suppliers should conduct reasonable due diligence into mineral origins, provide available sourcing information and cooperate with legitimate conflict-minerals reporting requests. This Code does not imply that Wrightform is itself subject to US Securities and Exchange Commission reporting obligations.

7. Supplier selection and continuous improvement

Wrightform expects suppliers to communicate these principles to relevant employees and subcontractors and to encourage responsible practices throughout their supply chains. Compliance with this Code may be considered alongside quality, capability, delivery, commercial and other relevant criteria when selecting and reviewing suppliers.

Wrightform's ISO 9001 quality management system supports its commitment to reliable products and services, consistent processes and continual improvement. Suppliers are expected to support agreed quality requirements and address identified non-conformities in a timely manner.

Questions and acknowledgement

Questions about this Code, or concerns relating to its application, should be raised with your usual Wrightform Ltd contact. This document sets expectations for supplier relationships and does not replace applicable law or specific contractual terms.

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