

Supplier Code of Conduct

At Garrison Dales, we are committed to conducting business responsibly, ethically, and in compliance with all applicable laws. We expect the same high standards from our suppliers, partners, and subcontractors. This Supplier Code of Conduct sets out the principles and expectations for anyone working with us.

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable national and international laws, regulations, and standards in the countries where they operate. This includes, but is not limited to, labour practices, health and safety, environmental protection, product quality, and fair trade.

2. Ethical Business Practices

- **Integrity:** Suppliers must act honestly and transparently in all dealings with Garrison Dales.
 - **Anti-Corruption:** Bribery, corruption, extortion, and fraud of any kind will not be tolerated.
 - **Fair Competition:** Suppliers must engage in fair competition and comply with competition laws.
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3. Labour and Human Rights

- Suppliers must ensure fair treatment of workers and prohibit any form of forced labour, child labour, or modern slavery.
 - Workers must be employed voluntarily, and working conditions must meet or exceed applicable laws and industry standards.
 - Suppliers should provide fair wages, reasonable working hours, and respect for freedom of association.
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4. Health and Safety

Suppliers must provide a safe and healthy workplace that complies with relevant laws and industry best practices. Appropriate measures must be taken to prevent accidents, injuries, and illnesses.

5. Environmental Responsibility

Suppliers are expected to minimise environmental impact by using resources responsibly, managing waste effectively, and reducing emissions where possible. Compliance with all applicable environmental laws and regulations is mandatory.

6. Product Quality and Safety

All goods and services supplied to Garrison Dales must meet agreed quality standards, specifications, and relevant safety requirements.

7. Confidentiality and Data Protection

Suppliers must respect and protect confidential information shared by Garrison Dales. Personal data must be handled in compliance with applicable data protection and privacy laws.

8. Monitoring and Compliance

Garrison Dales reserves the right to monitor supplier compliance with this Code. Non-compliance may result in corrective action, suspension, or termination of the business relationship.

9. Continuous Improvement

We encourage suppliers to work towards continuous improvement in ethical practices, sustainability, and social responsibility.

Commitment

By working with Garrison Dales, suppliers agree to uphold this Supplier Code of Conduct and ensure that their employees, subcontractors, and partners also comply with these standards.