

Statement of General Policy - Supplier Code of Conduct

Interserve Support Services is committed to operating ethically and wishes to ensure that its supply chains have a similar commitment. Interserve recognises that the standards set by both the United Nations (UN) and the International Labour Organisation (ILO) define best practice in the conduct of suppliers. Compliance with these standards is a mandatory condition for suppliers contracting with Interserve. Interserve requires its suppliers to take all reasonable steps to ensure compliance within their own supply chains.

Suppliers are required to comply with the principles defined in the UN Global Compact:

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

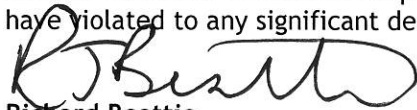
Guidance on how to implement the Compact can be found here:

https://www.unglobalcompact.org/docs/issues_doc/supply_chain/SupplyChainRep_spread.pdf.

Modern Slavery - UK Modern Slavery Act 2015

Interserve will not accept modern slavery in its supply chain. For the avoidance of doubt, all suppliers should be fully aware of and comply with the UK Modern Slavery Act 2015: <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>.

Interserve Support Services will consider it a breach of commercial /contractual terms and may seek to terminate a contract on performance grounds if a supplier or their supply chain is found to have violated to any significant degree any part of the Interserve Supplier Code of Conduct.



Richard Beattie
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