


# ESG-Aligned Supplier Code of Conduct

## 1. Purpose

WEINSULATE.CO.UK LIMITED is committed to conducting business responsibly, ethically and sustainably. We expect the same high standards from all suppliers, subcontractors, consultants and business partners who provide goods or services on our behalf.

This Supplier Code of Conduct sets out the minimum Environmental, Social and Governance (ESG) standards expected throughout our supply chain. Compliance with this Code forms part of our supplier approval and ongoing performance monitoring processes.

Where suppliers have equivalent policies or recognised management systems in place, these may be accepted as evidence of compliance.

## 2. Scope

This Code applies to:

- Suppliers of goods and materials.
- Subcontractors and specialist installers.
- Consultants and professional advisers.
- Service providers.
- Agency labour providers.
- Logistics and transport providers.
- Strategic business partners and joint venture partners, where applicable.

Suppliers are expected to communicate these principles throughout their own supply chains and ensure equivalent standards are maintained by their subcontractors and suppliers.

## 3. Environmental Responsibility

WEINSULATE.CO.UK LIMITED is committed to reducing the environmental impact of its operations and expects suppliers to demonstrate the same commitment.

Suppliers should:

### Climate Change

- Monitor and, where practicable, reduce greenhouse gas emissions.
- Improve energy efficiency across their operations.
- Support low-carbon products, services and technologies.
- Provide environmental performance information when reasonably requested.

### Resource Management

- Minimise waste generation through the principles of **Reduce, Reuse and Recycle**.
- Maximise recycling and responsible disposal of waste.
- Reduce water consumption and improve resource efficiency.
- Prevent unnecessary use of raw materials and packaging.

### Environmental Protection

- Prevent pollution of land, air and water.
- Store and dispose of hazardous substances safely.
- Comply with all applicable environmental legislation, permits and licences.
- Protect biodiversity and minimise environmental impacts arising from business activities.

## 4. Social Responsibility

Suppliers must respect internationally recognised human rights and provide safe, fair and inclusive workplaces.

### Human Rights

Suppliers shall:

- Respect the dignity and human rights of all workers.
- Prohibit forced labour, bonded labour, slavery and human trafficking.
- Prohibit the use of child labour.
- Operate in accordance with the Modern Slavery Act 2015 and other applicable legislation.

### Employment Standards

Suppliers will:

- Provide lawful terms and conditions of employment.
- Pay wages and benefits in accordance with applicable legislation.
- Comply with working time regulations.
- Respect employees' rights to freedom of association where legally applicable.

### Health, Safety and Wellbeing

Suppliers must:

- Provide safe and healthy working environments.
- Operate suitable health and safety management systems.
- Ensure employees receive appropriate information, instruction, training and supervision.
- Provide suitable Personal Protective Equipment (PPE).
- Report, investigate and learn from workplace incidents.

### Equality, Diversity and Inclusion

Suppliers are expected to:

- Promote equality of opportunity.
- Prevent discrimination, bullying and harassment.
- Foster workplaces that are inclusive, respectful and free from victimisation.
- Recruit, reward and promote employees fairly on the basis of merit.

## 5. Governance and Ethical Business Conduct

WEINSULATE.CO.UK LIMITED expects suppliers to conduct business with honesty, integrity and transparency.

### Anti-Bribery and Corruption

Suppliers must:

- Comply with the Bribery Act 2010.
- Prohibit bribery, corruption, facilitation payments and kickbacks.
- Maintain appropriate anti-bribery procedures.
- Ensure procurement decisions are made fairly and transparently.

### Conflicts of Interest

Suppliers must:

- Declare any actual, perceived or potential conflicts of interest.
- Avoid situations that could compromise impartial business decisions.
- Notify WEINSULATE.CO.UK LIMITED immediately where a conflict arises.

### Business Integrity

Suppliers shall:

- Maintain accurate financial and business records.
- Cooperate with reasonable compliance reviews and audits.
- Conduct business honestly and ethically.
- Ensure all information provided is accurate and complete.

### Data Protection and Confidentiality

Suppliers must:

- Protect confidential information.
- Comply with applicable data protection legislation, including the UK GDPR and Data Protection Act 2018 where applicable.
- Use Company information solely for authorised business purposes.
- Implement appropriate cybersecurity and information security controls.

## 6. Responsible Supply Chain Management

Suppliers are expected to apply the principles of this Code throughout their own supply chains.

This includes:

- Assessing ESG risks associated with subcontractors and suppliers.
- Encouraging equivalent environmental, ethical and social standards.
- Taking reasonable steps to address identified risks.
- Promoting continual improvement in supply chain performance.

## 7. Compliance, Monitoring and Audit

WEINSULATE.CO.UK LIMITED reserves the right to monitor compliance with this Code through:

- Supplier questionnaires.
- Document reviews.
- Performance monitoring.
- Site visits.
- Audits.
- Third-party certification where appropriate.

Suppliers are expected to maintain appropriate records demonstrating compliance and cooperate with reasonable requests for information.

## 8. Non-Compliance

Where non-compliance with this Code is identified, WEINSULATE.CO.UK LIMITED will normally seek to work with the supplier to achieve improvement through an agreed corrective action plan.

However, serious or persistent breaches may result in:

- Enhanced monitoring.
- Suspension of new work.
- Removal from the Approved Supplier List.
- Termination of contracts.
- Notification to regulatory authorities where required by law.

## 9. Speaking Up

Suppliers are encouraged to report any suspected breaches of this Code, unethical behaviour or unlawful practices affecting WEINSULATE.CO.UK LIMITED or its supply chain.

Reports will be treated seriously and investigated appropriately.

The Company will not tolerate retaliation against anyone who raises a genuine concern in good faith.

## 10. Continuous Improvement

WEINSULATE.CO.UK LIMITED believes that sustainable procurement is based on collaboration and continual improvement.

We will work constructively with suppliers to improve environmental performance, strengthen ethical standards, enhance health and safety, and promote responsible business practices across our supply chain.

Suppliers are encouraged to review their ESG performance regularly and implement improvements that support our shared commitment to responsible, sustainable and ethical business.

Approved by: Eric Smith-Hutchon  Position: Director

Signed: E Smith-Hutchon  Date: 01/05/2026