



At Publiship, we aim for high ethical standards and expect all our stakeholders to operate in a professional, legally compliant manner.

As a valued supplier to Publiship, you play a critical role in helping us deliver high-quality services to our customers. We are committed to maintaining the highest standards of integrity, ethical behaviour, and sustainability in all aspects of our business. This Supplier Code of Conduct outlines the expectations and standards that all suppliers must adhere to when conducting business with us.

Legal Compliance

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes, but is not limited to, laws and regulations related to labor, health and safety, the environment, and business ethics.

Labor Practices

- **No Forced Labor:** Suppliers shall not use forced, bonded, or involuntary labor of any kind.
- **Child Labor:** Suppliers must not employ individuals below the minimum legal working age. Suppliers must comply with all applicable child labor laws.
- **Non-Discrimination:** Suppliers shall provide a workplace free from discrimination based on race, colour, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected status.
- **Fair Wages:** Suppliers must ensure that all workers are compensated fairly in accordance with applicable wage laws, including minimum wage, overtime, and legally mandated benefits.

Health and Safety

Suppliers must provide a safe and healthy working environment for their employees. This includes taking proactive steps to prevent workplace hazards, providing necessary safety equipment, and ensuring that employees receive appropriate training on health and safety practices.

Environmental Responsibility

Suppliers are expected to operate in an environmentally responsible and sustainable manner. This includes complying with all applicable environmental laws and regulations, minimizing waste and emissions, and using resources efficiently. Suppliers should also strive to reduce their environmental impact by implementing practices that promote sustainability and conservation.

Business Integrity

- **Anti-Corruption:** Suppliers must not engage in any form of corruption, bribery, or fraudulent activity. This includes offering, giving, or receiving anything of value to influence business decisions.
- **Confidentiality:** Suppliers must protect the confidentiality of any proprietary or sensitive information shared by Publiship.
- Suppliers should not disclose such information to third parties without prior written consent.
- **Conflict of Interest:** Suppliers must avoid conflicts of interest that may adversely influence their relationship with Publiship. Any potential conflicts should be disclosed to us immediately.

Quality and Continuous Improvement

Suppliers are expected to meet or exceed the quality standards set by Publiship. Suppliers should also demonstrate a commitment to continuous improvement by regularly assessing and enhancing their processes, products, and services.

Monitoring and Compliance

Publiship reserves the right to monitor and audit suppliers' compliance with this Code of Conduct. Suppliers are expected to cooperate fully with any such audits and to provide all necessary information and documentation.

Reporting Violations

Suppliers are encouraged to report any violations or potential violations of this Code of Conduct. Reports can be made confidentially and without fear of retaliation. Please direct to Mark Bartlett | ESG Manager | mark@publiship.com and Sue Kelly | Operations Director | sue@publiship.com

Consequences of Non-Compliance

Failure to comply with this Supplier Code of Conduct may result in corrective actions, including but not limited to, termination of the business relationship.

Acknowledgment

By conducting business with Publiship, suppliers acknowledge and agree to comply with this Supplier Code of Conduct. Suppliers are responsible for ensuring that their employees, agents, and subcontractors also comply with these standards.

Signed.....

Position.....

Company.....

Date.....