

Meldrum Supplier Code of Conduct

Purpose & Scope

This document sets minimum standards for all suppliers, subcontractors, labour providers, consultants, and their supply chains working with **Meldrum Group**. All parties must ensure these requirements are **communicated, understood, and consistently applied** throughout their own operations and supply chains.

Key Requirements

Legal Compliance

- Follow all applicable laws, regulations, and industry standards.
- Comply with the UK Modern Slavery Act 2015 and relevant labour, safety, and environmental laws.
- Maintain records and cooperate with inspections.

Ethical Business Practices

- Conduct business with integrity, honesty, and transparency
- Operate a zero-tolerance approach to bribery, corruption, fraud, and misrepresentation.
- Treat all individuals with dignity and respect, ensuring a workplace free from discrimination, harassment, or bullying.
- Safeguard confidential information, data, and company assets.

Health, Safety & Wellbeing

- Provide a safe working environment.
- Manage risks, deliver training, and ensure PPE use.
- Report and investigate incidents.

Environmental Responsibility

- Actively minimise environmental impact.
- Reduce waste, emissions, and pollution.
- Use materials and resources efficiently and responsibly.
- Support sustainable practices aligned with environmental legislation and project requirements

Modern Slavery & Human Rights

- Prohibit all forms of forced labour, human trafficking, and exploitation

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- Ensure all work is freely chosen and that individuals can leave employment without restriction
- Respect and uphold human rights and worker dignity
- Not withhold wages, personal documentation, or possessions

Fair Employment

- Pay fair wages and comply with working hour laws.
- Prohibit child labour and exploitation.
- Support equality, diversity, and workers' rights (including collective bargaining where lawful).

Risk Management & Oversight

Due Diligence

- Identify and manage risks in operations and supply chains (e.g. agency labour, vulnerable workers, high-risk regions).
- Maintain documented policies and screening processes.

Training

- Provide appropriate training on ethics, modern slavery, and compliance.

Monitoring

- Regularly review performance and maintain records.
- Cooperate with audits and assessments.

Reporting & Compliance

- Report any suspected breaches (e.g. modern slavery, human rights abuses, unethical conduct).
- Take corrective action and prevent recurrence.
- Compliance is mandatory; breaches may lead to audits, suspension, or termination of contracts.

Acceptance

Agreeing to work with **Meldrum Group** confirms acceptance of this Code.