

Supplier Code of Conduct

TGSF_100_286

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1. Introduction

1.1. At Tyler Grange, we believe in building strong, respectful partnerships with our suppliers. This ([TGSF_100_286] Supplier Code of Conduct) sets out the standards and behaviours we encourage across our supply chain. It's designed to build a shared understanding of what sustainability and best practice look like in action and to support positive change wherever we work together. This aligns to our [B Corp certification](#) and our core [values](#), where we like to work with people who share similar goals and principles - ranging from those who are ethically and sustainably accredited to small, local and independent suppliers.

2. Purpose

2.1. The purpose of this ([TGSF_100_286] Supplier Code of Conduct) is to foster ethical, sustainable and responsible practices across our supply chain. We view our suppliers not just as partners, but as collaborators in creating positive impact, and we encourage continuous improvement, openness and transparency in all aspects of our work together by:



- **Supporting suppliers** in aligning their practices with Tyler Grange's values and sustainability commitments, helping us collectively contribute to a more responsible and resilient supply chain;
- Encourage a culture of **continuous learning and improvement**, where ethical, environmental and social considerations are embedded into everyday decisions;
- **Promote transparent communication** and collaboration, enabling us to address challenges constructively and celebrate achievements together; and
- **Strengthen mutual trust and long-term partnerships**, where shared responsibility and integrity guide our relationships and operations.

3. Environmental

3.1. Tyler Grange encourages our suppliers to join us in protecting our planet and promoting sustainable practises along the supply chain. We value collaboration and we appreciate efforts made to reduce environmental impacts:

- **Waste and Material Disposal:** we encourage responsible management of waste and materials, aiming to minimise landfill disposal through recycling, re-use. This includes safe disposal methods such as those through the [Environment Act 2021](#) and support the [Simpler Recycling in England](#) legislation;
- **Hazardous Substances:** suppliers are encouraged to carefully manage, store and dispose of hazardous substances to protect people, communities, and the environment;
- **Emission Reduction:** we support initiatives to reduce air emissions, including greenhouse gases, carbon emissions and other pollutants and welcome innovative solutions to lower our collective environmental footprint;
- **Resource Efficiency:** efficient use of energy, water and materials is encouraged;



- **Reporting Transparency:** we encourage openness and honesty in sharing environmental performance, progress and challenges to foster a culture of continuous improvement;
- **Policy Targets:** we welcome the alignment of suppliers' environmental policies and targets with our shared sustainability objectives, helping us all achieve measurable positive impact. Where suppliers do not hold relevant policies, we encourage them to align to our [policies](#);
- **Provision of Products and Services:** suppliers are encouraged to consider the environmental impact when designing, producing or delivering goods and services, striving for solutions that minimise harm and maximise sustainability;
- **Sustainable Procurement / Sourcing of Materials:** we value sourcing practices that prioritise renewable, responsibly managed and low-impact materials, supporting the development of sustainable supply chains; and
- **Supply Chain Due Diligence:** suppliers are encouraged to understand and manage the environmental impacts within their own supply chains, fostering responsible practices from start to finish. This should include both environmental factors as well as social value, e.g. ensuring there is not harm to people within their supply chain.

4. Social

4.1. Tyler Grange encourages our suppliers to respect human rights, protecting workers and promoting well-being throughout the supply chain. We value continuous improvement, collaboration and transparency in achieving these goals:

- **Human Rights, Modern Slavery, Forced Labour, Child Labour and Exploitation:** suppliers are encouraged to uphold and respect the fundamental rights of all workers, ensuring that no one is subjected to slavery, coercion or exploitation, complying with the [UK Modern Slavery Act 2015](#). We value vigilance and proactive measures to identify and prevent these risks;
- **Fair Treatment, Adequate Hours and Living Wages:** suppliers are expected to ensure that all workers receive fair remuneration, reasonable



working hours and treatment that upholds dignity and respect, complying with the [Employment Rights Act 1996](#);

- **Living Wage Foundation:** as a Living Wage Employer, Tyler Grange encourages suppliers with a presence in the UK to sign up to the [Living Wage Foundation](#) and to encourage UK-based entities in their supply chain to sign up to the Living Wage Foundation;
- **Equality and Non-Discrimination:** we encourage suppliers to promote fairness, avoid discrimination and ensure equal opportunities for all employees, regardless of gender, ethnicity, disability, age, religion or other protected characteristics, complying with the [Equality Act 2010](#);
- **Diversity and Inclusion:** we value initiatives that celebrate diverse perspectives and foster an inclusive workplace where everyone can contribute and thrive;
- **Harassment and Abuse:** suppliers are expected to maintain a zero-tolerance approach to harassment, bullying, and abuse, promoting a safe and respectful working environment;
- **Health, Safety, and Wellbeing:** suppliers are encouraged to prioritise the physical and mental health of their employees by providing safe working conditions, access to well-being resources and a supportive environment, complying with both the [Health and Safety at Work Act 1974](#) and [Management of Health and Safety at Work Regulations 1999](#); and
- **Policies, Bribery and Corruption:** we welcome transparent and ethical business practices, including policies that prevent bribery, corruption and unethical behaviour, complying with the [UK Bribery Act 2010](#) and anti-tax evasion under the [Criminal Finances Act 2017](#).

5. Governance & Ethical Standards

5.1. Tyler Grange encourages our suppliers to join us in fostering transparency, integrity, and continuous improvement:

- **Data Privacy, GDPR and Information Security:** suppliers are encouraged to respect the privacy of personal and sensitive information, manage data responsibly and maintain robust information security practices to protect



both employees and customers. Complying with the [UK GDPR](#) and the [Data Protection Act 2018](#);

- **Risk Management and Certifications:** we welcome proactive approaches to identifying, managing and mitigating risks. Suppliers are encouraged to maintain relevant certifications, where possible, and demonstrate adherence to applicable laws, regulations and industry standards;
- **Compliance with Laws and Regulations:** suppliers are expected to operate with integrity, following local and international laws and maintaining responsible practices across all areas of business as outlined in the [Public Contracts Regulations 2015](#), ensuring transparency, fair competition and ethical practices in procurement;
- **Honesty, Integrity and Transparency:** suppliers are encouraged to act with honesty, uphold integrity and maintain transparency in all dealings; and
- **Accurate Records and Reporting:** suppliers are encouraged to maintain clear, accurate records of practices, policies and performance.

6. Tyler Grange Policies

6.1. Many of our key policies can be found on our [website](#), as listed below:

- ([TGSF_100_026] Anti Bribery Policy);
- ([TGSF_100_136] Diversity, Equity and Inclusion Policy);
- ([TGSF_300_001] Environmental Policy);
- ([TGSF_100_] Equal Opportunities Policy);
- ([TGSF_100_259] GDPR Policy);
- ([TGSF_200_002] Health & Safety Policy);
- ([TGSF_100_178] Labour Standards & Human Rights Policy);
- ([TGSF_100_060] Privacy Policy);
- ([TGSF_400_007] Quality Management Policy); and



- ([TGSF_100_039] Whistle Blowing Policy).
- 6.2. We welcome feedback and suggestions on our policies, which can be reported [here](#).
- 6.3. This ([TGSF_100_286] Supplier Code of Conduct) is reviewed annually in accordance with our quality management and document control.

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