

Porterbrook Code of Conduct for Suppliers

1. Introduction

Porterbrook is committed to strict observance of all laws and regulations, and to the pursuit of honest and fair corporate activities that conform to the norms accepted by society.

We aim to provide our customers with a safe, reliable and efficient service whilst acting fairly and professionally. These values contained within our Code of Practice underpin our business and the way in which it operates and we consider that these values are wholly in line with our obligations under the Modern Slavery Act 2015 (the "Act")

We have compiled the *Porterbrook Code of Conduct for Suppliers* (the "Code") to achieve our goal of living up to this commitment. It lays down the standards of compliance that we expect and demand of all those who supply us to ensure that we live up to our high standards

The term Supplier encompasses any kind of contractor, supplier or business partner except for Porterbrook's customers who are not also suppliers.

2. Requirements

Any Supplier must:

- comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Act;
- not engage in any activity, practice or conduct that would constitute an offence under sections 1,2 or 4 of the Act if such activity, practice or conduct were carried out in the UK; and
- obtain assurances from the direct subcontractors and suppliers that they are complying with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Act and inform Porterbrook in the event that they find any non-compliance within their supply chain.

Specific examples of actions that our Suppliers must take in order to comply with all relevant legislation include but are not limited to:

- not using slave labour, illegal child labour, forced, bonded or compulsory labour;
- ensuring that terms of employment are voluntary;
- ensuring that the workplace is free from discrimination or physical or verbal harassment; and
- following local laws in respect of health and safety, minimum age requirements, wages, overtime, working hours and the fair treatment of workers.

3. Management

Suppliers are to provide employees and workers with a way to express grievances without fear of reprisals.

Suppliers must have and maintain throughout the term of their relationship with Porterbrook its own policies and procedures and provide training to the appropriate staff on the Act to ensure compliance with this Code.

4. Reporting

We encourage Suppliers to write, in confidence, to the Company Secretary or our Managing Director at Ivatt House, 7 The Point, Pinnacle Way, Pride Park, Derby DE24 8ZS to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain.

Porterbrook require Suppliers to comply with this Code. The signing of this Code and/or the supply of any goods or services to Porterbrook by a Supplier is seen as deemed acceptance of the terms of this Code and a commitment from the Supplier to Porterbrook that they will supply goods and/or services in accordance with this Code.

We agree to comply with Porterbrook's Code.

Signed:

Signed on behalf of

Dated: