



Supplier Code of Conduct

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Contents

Supplier Code of Conduct	3
Laws and Regulations	4
Health and Safety and Working Conditions	4
Environment	4
Waste Management	4
Child Labour	5
Forced Labour	5
Freedom of Association	5
Discrimination	5
Wages and Benefits	6
Working Hours	6
Bribery	6
Confidentiality	6
Data Protection	6
Conflict of Interests	6
Local Communities	7
Reporting	7
Auditing	7

Supplier Code of Conduct

Peel Ports Group (PPG) strives to achieve mutually beneficial supplier relationships built on common values and expected behaviours. This Code of Conduct sets out PPG's expectations of its supply chain and the basis upon which suppliers are engaged. By collaborative working we believe we can jointly have a positive impact on society.

All suppliers shall support PPG in promoting and enhancing our core values of:

- **Personal responsibility**
- **Integrity and honesty**
- **Strive for excellence**
- **Heartfelt customer service**
- **One team**

These values apply to everything we do here at PPG including how we select, appoint and work with our supply chain.

Here at PPG we are committed to working to deliver for our customers and this must be done in an ethical and transparent way.

To support this delivery the following commitments are essential and form the basis of our supply chain relationships. We expect our suppliers to adhere to these standards and to confirm in signing up to this Code that they expect these standards also of their own supply chain and in addition will follow our policies and procedures as they apply to the work they undertake alongside PPG.

Laws and regulations

Suppliers shall at all times ensure they fully comply with all legal requirements and applicable regulations in the jurisdiction within which they operate. This includes compliance with the International Labour Organisation Core Conventions.

Health and safety and working conditions

PPG is committed to creating a safe environment. We work with suppliers who are passionate and committed to health and safety. We expect high standards of conduct from our suppliers and will not tolerate any behaviours that conflict with our high standards in respect of both land and marine based activities.

We expect our suppliers to be fully aware of their obligations under all relevant health and safety regulation (relating to both land based and marine based activities) and be fully committed to meeting those obligations.

Suppliers must provide safe and clean conditions for workers. Clear procedures must be in place to ensure safety and wellbeing standards are adhered to. Suppliers must comply with PPG's applicable policies including in relation to Health & Safety and the use of Drugs & Alcohol

Environment

Suppliers must have clear procedures in place to ensure that direct and indirect environmental impacts associated with the goods and services they supply are understood, measured and managed. Suppliers shall commit to and support PPG in its social and environmental aims and objectives as included within its Sustainable Supply Chain Policy and associated Environmental Yearly Plan.

Waste Management

Proactive waste management is of increasing importance in all sectors and this is the case for PPG. We expect all suppliers to support us in our waste management initiatives including increased re-use and recycling and the reduction of waste to landfill and uncontrolled waste incidents across our infrastructure. In support of this suppliers will promptly provide information and data as requested by PPG and work with us to continually improve our joint waste management performance.

Child labour

Suppliers shall ensure that no under-age labour has been used in the production or distribution of goods and services to PPG. A child is any person under the minimum employment age according to the laws of the country where the product or services are sourced from, or in the absence of law under the minimum age for completed mandatory education.

Forced labour

Suppliers shall not use or tolerate in their supply chain any form of slavery, servitude, indentured, bonded, involuntary prison, military or compulsory labour or any form of human trafficking. All work must be conducted voluntarily and without threat of any penalty or sanctions.

Freedom of association

Suppliers shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable local and national laws and freedom of association and collective bargaining. Suppliers shall not interfere with or discriminate against workers choosing to belong to them.

Discrimination

An inclusive and diverse work environment is encouraged, with equal opportunities for all workers. All employees must be treated fairly and not discriminated against in any form of employment.

Suppliers must not discriminate against any employee based on age, gender, sexual orientation, race, ethnicity, colour, disability, religion, political affiliation, union membership, national origin, marital or pregnancy status during any recruitment or employment activities.

Suppliers must commit to a workforce free of any harassment or threat of harassment. Any forms or threats of harassment, physical, mental, sexual or verbal, must be prohibited and not tolerated.

Wages and benefits

Wages and benefits must meet legal minimums and industry standards without unauthorised deductions.

Working hours

Suppliers must ensure working hours comply with national laws and standards and should not expect workers to work (including overtime) in excess of hours set out in relevant working time legislation or other national legal limits unless an opt out has been chosen by the employee with appropriate supporting written evidence.

Bribery

Suppliers shall not engage in any form of bribery or corruption or undertake any action that contravenes the PPG's Anti-Bribery and Corruption Policy.

Confidentiality

The confidentiality of information exchanged in the course of business must be respected and never used for illegal purposes or for individual gain.

Data protection

Suppliers shall ensure that all uses of personal data, such as collection, registration, comparison, storage and deletion, or a combination of these, takes place in accordance with applicable laws and regulations.

Conflict of interests

Suppliers shall avoid situations that, in their work with PPG, may present a conflict of interests or appear to do so. Suppliers shall promptly notify PPG of any actual or potential conflict of interest of which it becomes aware and shall work with PPG to ensure the same are managed and mitigated effectively.

Local communities

Suppliers shall be aware of and considerate to the locations and local communities within which they operate together with the role PPG plays in supporting local economies across the UK and abroad.

Reporting

Suppliers shall proactively notify and work with PPG in the event there is any breach or potential breach of this Code.

Auditing

PPG reserves the right to monitor and audit each supplier's compliance with our Supplier Code of Conduct. Suppliers must be able to demonstrate compliance with the Code. This includes documented evidence and the right of PPG or a designated firm to conduct audits. Audits include facility inspections, review of supplier records business practices and conducting employee interviews either by PPG or our third party partners.

Similarly, suppliers are required to evaluate their supply chain to ensure compliance with our Supplier Code of Conduct, and to conduct audits of their supply chain when requested by PPG. Any non-compliance by a supplier or their supply chain must be effectively remediated both in a timely manner and at no additional cost to us or our customers.

Breaches of our Supplier Code of Conduct may negatively impact a supplier's business relationship with PPG. Potential consequences may include but are not limited to contract termination.

Copies of all applicable policies are available from our website and if you have any questions, would like further information or wish to raise an issue in relation to anything contained within this Code please contact our Supply Chain department at **SupplyChain@peelports.com**

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