



SUPPLIER CODE OF CONDUCT

At GDB Civils Ltd, we are dedicated to conducting our business with integrity, respect, and responsibility. We expect our suppliers and business partners to share and adhere to these principles. Our Supplier Code of Conduct outlines the standards and expectations we have for our suppliers in conducting business with GDB Civils Ltd.

1. Compliance with Laws and Regulations:

- Suppliers must comply with all applicable laws, regulations, and standards in the United Kingdom and the European Union.
- Suppliers must adhere to international standards for ethical business conduct, including those relating to labour, human rights, environment, health, and safety.

2. Ethical Business Practices:

- Suppliers must conduct business with honesty, integrity, and transparency.
- Bribery, corruption, extortion, and any form of unethical behaviour are strictly prohibited.
- Suppliers must avoid conflicts of interest and disclose any potential conflicts to GDB Civils Ltd.

3. Labour Standards:

- Suppliers must uphold the fundamental labour rights of their employees as defined by the International Labour Organization (ILO).
- Child labour and forced labour are strictly prohibited.
- Suppliers must provide fair wages and benefits to their employees, in compliance with local laws and industry standards.

4. Health and Safety:

- Suppliers must provide a safe and healthy work environment for their employees.
- Adequate safety measures must be in place to prevent accidents, injuries, and occupational illnesses.
- Suppliers must comply with relevant health and safety regulations and standards.



5. Environmental Responsibility:

- Suppliers must minimise their environmental impact and strive for sustainability in their operations.
- Environmental laws and regulations must be followed, including those related to pollution prevention, waste management, and natural resource conservation.
- Suppliers are encouraged to adopt environmentally friendly practices and technologies where feasible.

6. Quality and Customer Satisfaction:

- Suppliers must deliver products and services that meet agreed-upon quality standards and specifications.
- Timely delivery and responsiveness to customer inquiries and concerns are expected.
- Suppliers must continuously strive for improvement in their products, services, and processes.

7. Confidentiality and Intellectual Property:

- Suppliers must respect the confidentiality of GDB Civils LTD's information and intellectual property rights.
- Confidential information shared by GDB Civils Ltd must be protected from unauthorised disclosure or use.

8. Social Responsibility:

- Suppliers are encouraged to actively contribute to the communities in which they operate.
- Respect for diversity, inclusion, and human rights must be upheld in all aspects of business operations.

9. Monitoring and Compliance:

- GDB Civils Ltd reserves the right to monitor supplier compliance with this Code of Conduct.
- Suppliers must cooperate with any audits or assessments conducted by GDB Civils Ltd to verify compliance.



- Non-compliance with this Code of Conduct may result in corrective action, up to and including termination of the business relationship.

10. Communication and Reporting:

- Suppliers are encouraged to communicate openly and proactively with GDB Civils Ltd regarding any concerns or issues related to this Code of Conduct.
- Any violations or suspected violations of this Code of Conduct should be reported to GDB Civils Ltd promptly.

Conclusion

GDB Civils Ltd values the relationships we have with our suppliers and partners. By adhering to this Supplier Code of Conduct, together we can uphold the highest standards of ethical conduct, promote sustainability, and contribute to the success and reputation of GDB Civils Ltd and our broader community.

A handwritten signature in blue ink, appearing to read 'Chris Wills', is shown on a light background.

Chris Wills
Managing Director
GDB Civils Ltd

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