

Introduction

OceanMind is dedicated to promoting ethical business practices and ensuring that our supply chains are free from modern slavery and human trafficking. This Supplier Code of Conduct outlines our expectations for suppliers regarding the prevention of forced, bonded, and trafficked labour.

Compliance with Laws and Ethical Standards

Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to labour, health and safety, the environment, and anti-corruption.

Prohibition of Modern Slavery

Suppliers must ensure that all forms of modern slavery, including forced labour, bonded labour, and human trafficking, are not present in their operations or supply chains. This includes, but is not limited to:

- **Forced Labour:** Suppliers must not use any form of forced, bonded, or indentured labour.
- **Child Labour:** Suppliers must comply with all applicable child labour laws and not employ individuals below the legal working age.
- **Human Trafficking:** Suppliers must not engage in or support human trafficking practices.

Employment Practices

Suppliers must adhere to fair labour practices and provide a safe and healthy working environment. This includes:

- **Wages and Benefits:** Suppliers must ensure that wages paid to employees meet or exceed legal minimums and are sufficient to meet basic needs. Wages cannot be withheld or deducted for any reason unless explicitly permitted by law.
- **Working Hours:** Suppliers must comply with applicable laws on working hours and rest days.
- **Non-Discrimination and Harassment:** Suppliers must not engage in discrimination or permit harassment based on race, colour, religion, sex, age, physical ability, national origin, or any other protected status under UK law, no matter their location.

- **Freedom of Association:** Suppliers must respect the rights of workers to freely associate, organize, and bargain collectively.

Health and Safety

Suppliers must provide a safe and healthy workplace and take proactive measures to prevent workplace hazards and accidents. This includes:

- Implementing effective health and safety management systems.
- Providing necessary safety equipment and training to employees.
- Ensuring emergency preparedness and response plans are in place.

Environmental Responsibility

Suppliers must comply with environmental laws and regulations and strive to minimize their environmental impact. This includes:

- Reducing waste, emissions, and resource consumption including water.
- Ensuring the sustainable use of natural resources, and not engage in resource depletion (e.g. deforestation or overfishing).
- Implementing environmentally friendly practices and technologies.

Monitoring and Compliance

OceanMind reserves the right to monitor suppliers to ensure compliance with this Code of Conduct. Suppliers must:

- Report compliance performance to OceanMind on request.
- Implement corrective actions for any identified non-compliance issues.

Reporting Concerns

Suppliers and their employees must report any concerns related to this Code of Conduct. Reports can be made confidentially and without fear of retaliation through our anonymous whistleblowing mechanism.

Continuous Improvement

OceanMind expects suppliers to continuously improve their practices and align with our commitment to ethical standards and the prevention of modern slavery and human trafficking.



Acknowledgment

We, the undersigned supplier, acknowledge that we have received and understood the OceanMind Supplier Code of Conduct. We commit to adhering to its principles and ensuring compliance within our operations and supply chain.

Supplier Name:

Authorized Representative Name:

Title:

Signature:

Date: