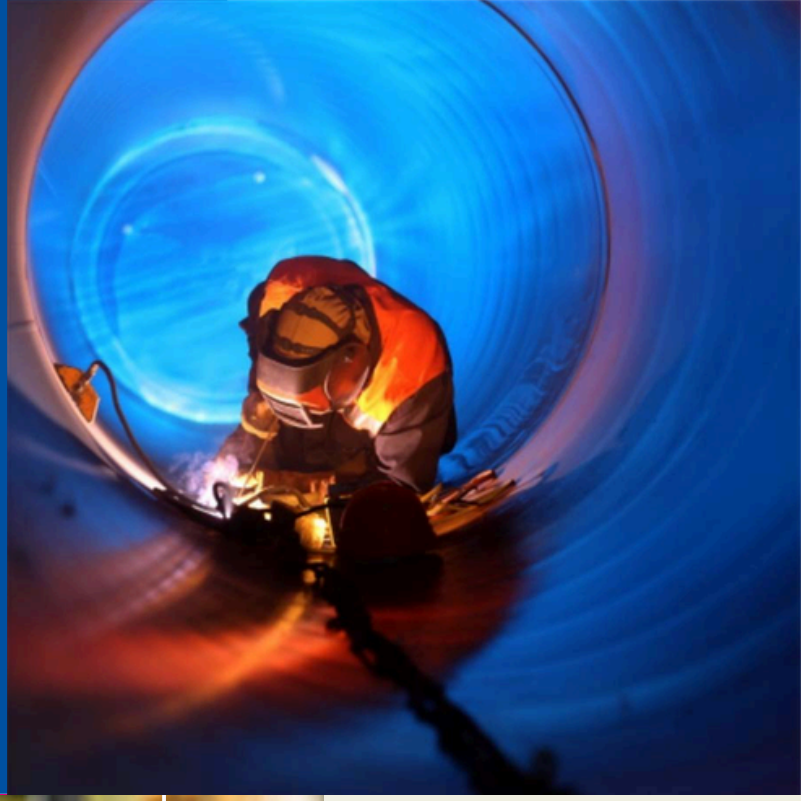
Kiwa UK
Supplier Code of Conduct



creating trust *driving progress*

kiwa

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1 Introduction

Kiwaoperates in a professional, independent, impartial and ethical manner in all its activities.

Through supplier due diligence Kiwa extends that commitment as far as possible to the activities in its supply chain. This Supplier Code of Conduct sets out what Kiwa expects of its suppliers. Kiwa's suppliers are required to agree to this Supplier Code of Conduct and should ensure that their supply chain also complies.

Legal and cultural requirements vary globally, and we expect our suppliers to comply with applicable local laws. However, we also set universal environmental, social and governance standards that we expect from all our suppliers.

2 Applicability

Allsuppliers,contractors, agents and business partners ("Suppliers") of Kiwa UK.

Kiwa shall mean Kiwa Holdings (UK) Limited and any entity which is from time to time a direct or indirect subsidiary of Kiwa Holdings (UK) Limited, wherever incorporated, including but not limited to Kiwa Limited, IFC Group Limited, Product Compliance Specialists Limited, BASEC Group Limited, and NQA Certification Limited.

Suppliers must comply with this Supplier Code of Conduct.

3 Compliance and Assurance

Uponreasonablerequest,suppliersmust provide evidence of compliance, which may include certifications, licences, training records, audit results, policies, or other relevant documentation.

Kiwa reserves the right to assess, review or audit supplier compliance, directly or through a third party, where proportionate to the nature of the services provided and associated risk. Suppliers must cooperate fully with such assessments and promptly implement corrective actions to address any identified non-compliance.

We work constructively and collaboratively with our suppliers to help them develop their environmental, social and governance performance to meet the standards we expect.



4 Environmental

Kiwaiscommitted to a safe and more sustainable world. We work to minimise our environmental impact in our daily operations, and in the goods and services provided by our suppliers.

Our **Environmental Policy** commits us to reducing our greenhouse gas emissions and ensuring we use and dispose of resources responsibly. We look to our suppliers to support us in meeting our environmental policy objectives.

Resource consumption

We expect our suppliers to:

- Set science-based resource consumption reduction targets and implement plans to report against these targets
- Conserve natural resources including water, fossil fuels, minerals and virgin forest products by modifying processes, re-using and substituting materials and recycling
- Increase use of renewable energy
- Avoid activities that lead to deforestation
- Respect the rights and title to land and property of individuals, communities and indigenous populations

Emissions

We expect our suppliers to:

- Set science-based greenhouse gas emissions reduction targets and implement plans to reduce emissions and report against these targets
- Eliminate or minimise emissions and discharges of pollutants at source
- To prevent toxic and hazardous pollutants to soil, water and air
- Use local vendors where practicable to reduce transportation emissions
- Ensure all required environmental permits, approvals and registrations are obtained, maintained and kept current and their operational and reporting requirements are followed

Waste

We expect our suppliers to:

- Reduce waste through careful use of resources, recycling where possible and minimising waste to landfill
- Work to eliminate Single Use Plastic (SUP) from packaging, materials, product design
- Ensure all waste is managed, treated and disposed of responsibly and in compliance with the law
- Ensure that any hazardous waste is handled, used, transported, stored, recycled or re-used and disposed of safely in compliance with all regulations

Biodiversity

We encourage our suppliers to:

- Limit negative impacts on the environment and where possible enhance the resilience of our natural ecosystems
- Understand impacts on nature and use policies, practices and operations to reduce biodiversity loss within the value chain
- Avoid activities that lead to deforestation
- Ensure that activities having an impact on natural habitats are conducted in a manner compliant with all legal/planning requirements and conditions including the restoration and enhancement of impacted habitats



5 Social

5.1 Health and Safety

Kiwa provides a safe working environment to protect the health and safety of employees, customers and third parties. We focus on continual improvement of safety in all our activities and we expect our suppliers to do the same. Please read our **Health and Safety Policy**, and for Contractors**, our Contractors Health and Safety Handbook.**

We expect our suppliers to:

- Comply with all applicable laws governing health and safety
- Operate in a safe and responsible manner which protects workers, customers and communities in which we and our suppliers operate
- Regard safety as a number one priority and take appropriate measures to avoid accidents
- Provide workers that are trained and competent
- Report and learn from events: Promptly report work-related injuries, illnesses, near misses and hazardous situations arising from activities for Kiwa to the designated Kiwa Contracting Manager, record them in Safe-T Impact where required, and cooperate with investigations and resulting actions in accordance with Kiwa's incident management requirements.
- Apply the Power to STOP: Empower all workers to use the Power to STOP whenever they believe work may be unsafe, and ensure work only resumes once the risks have been assessed and effectively controlled.
- Have procedures in place to prevent, manage, track and report occupational injury and illness. There should be provisions to encourage reporting, classify and record injuries and illnesses, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate the causes
- Allow workers to remove themselves from situations of imminent harm and not return until the situation is mitigated
- Id entify, evaluate and control exposure to chemical, biological or physical agents
- Id entify, evaluate and control exposure to physically demanding tasks
- Evaluate machinery for safety hazards. Guards, interlocks and barriers are to be provided where machinery presents an injury hazard
- Any worker dormitories provided by the

suppliers must have ready access to clean toilet facilities, potable water and sanitary food preparation, storage and eating facilities. Worker dormitories provided by the supplier must be clean, safe, with emergency egress, hot water for bathing/showering, adequate light, heat and ventilation

5.2 Employment Standards

Weexpect our suppliers to complywith the fundamental rights granted to workers under applicable local laws.

Kiwa is aware of its social responsibility for its employees and the people, communities and environments in which it works. Kiwa acts with honesty and fairness while respecting human rights, equality, dignity and diversity of its employees. Please read our **Modern Slavery Policy.**



6 Governance

Kiwa iscommitted to a safe and more sustainable world. We are proud to create trust and transparency through what we do. We act professionally and do business with integrity. We look to our suppliers to adopt robust governance frameworks to ensure business is conducted ethically and in compliance with applicable laws.

Kiwa encourages suppliers to comply with industry standard and international best practice.

We expect our suppliers to:

- Adhere to all applicable laws and regulations
- Comply with our **Anti-Bribery and Corruption Policy**
- Disclose any potential conflicts of interest with our employees or our customers
- Comply with Kiwa's **Quality Policy**
- Operate independently and impartially. Please read **Impartiality, Independence and Integrity Statement**

Confidentiality

We expect our suppliers to protect any information received from Kiwa in the course of business. The information must be kept confidentially and not used for financial benefit or gain. The supplier must adopt an appropriate level of IT security and control in line with international best practice.

Data Protection

We expect our suppliers to comply with all applicable data protection laws when handling data supplied by Kiwa.

Cyber Security

We are committed to delivering safe, secure, reliable operations, including ensuring all reasonable practicable cyber security controls are in place to prevent unauthorised access, damage or interference to our data or information assets. We take steps to reduce the risk of a cyber security breach and we expect a similar commitment to cyber security from our suppliers.

Use of Kiwa Assets

We expect suppliers to safeguard and make appropriate use of Kiwa assets under its control. Suppliers are not permitted to use Kiwa assets or resources for any purpose other than for supplying goods and services to Kiwa.

Conflict minerals

We expect suppliers to eliminate the use of conflict minerals (defined by the EU Conflict Minerals Regulation) in all products sold to Kiwa and to have in place due diligence procedures to identify the source of such minerals, including country of origin, in supplier products.

Social Media

We expect suppliers to have processes in place to ensure that representation of Kiwa by its workforce follows Kiwa brand guidelines and Kiwa social media policy.

Ethical technology

We expect suppliers to follow applicable laws and industry-accepted guidance concerning the use of technology, inclusive of AI. Suppliers should design, develop and use technology in a manner that respects privacy rights, promotes inclusion and avoids bias.



Trade Sanctions

Weexpect suppliers to comply with all applicable trade sanctions and export control laws, including those of the European Union, the United States (OFAC) and the United Kingdom (OFSI). Suppliers, including their board members, officers, shareholders and ultimate beneficial owners, must not be subject to such sanctions, nor engage in any dealings that could cause us to breach them. Suppliers should maintain appropriate screening controls, flow these requirements down to their own sub-suppliers, and promptly notify us of any actual or potential sanctions exposure.

Compliance with IR35 (Off-Payroll Working Rules)

Weexpect supplierswho provide services through intermediaries, such as personal service companies, to comply with the UK's off-payroll working rules (IR35) under the Income Tax (Earnings and Pensions) Act 2003. Suppliers must accurately assess the employment status of their personnel, account for any applicable tax and National Insurance contributions, and maintain records to evidence compliance. Suppliers should cooperate with us in good faith on status determinations, promptly notify us of any change in circumstances that may affect an assessment, and indemnify us against any liabilities arising from their non-compliance.

Anti-Money Laundering

We expect suppliersto complywith all applicable Anti-Money Laundering rules under the Proceeds of Crime Act (2002). Suppliers must mitigate money laundering risk by detecting and preventing illegal financial activity. Suppliers should conduct appropriate risk assessments and maintain due diligence, transaction monitoring and employee training to ensure that the business is not used to facilitate financial crime.

Competition Compliance

Weexpect supplierstocompetefairly and comply with all applicable Anti-Competition rules under the Competition Act (1998). Suppliers must act independently from their competitors. Suppliers must prevent business practices that restrict fair market competition, such as price-fixing, cartels, and abuse of dominant market positions.

Alignment with Kiwa Values

Suppliersare expected toconduct business in a manner consistent with the principles set out in Kiwa's Code of Conduct and Compliance, reflecting our shared commitment to integrity, ethical business practices, respect for people and compliance with applicable laws. https://www.kiwa.com/en/about-kiwa/code-of-conduct/

Share your concerns

Weencourage external parties and Kiwa employees to genuinely ask questions about and report any non-compliance to our Kiwa Code of Conduct and Compliance. If you want to speak up and report a suspected breach, you can do so via Speak Up: https://www.kiwa.com/en/gb/about-kiwa/code-of-conduct/compliance-feedback/

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www.kiwa.co.uk

Kiwa UK
Kiwa House
Malvern View Business Park
Stella Way
Bishops Cleeve
Cheltenham
GL52 7DQ

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