



Supplier Code of Conduct

2026

Introduction	3
Labour and Human Rights	4
Environmental Responsibility	5
Business Ethics and Integrity.....	6
Sustainable Procurement.....	7
Supplier Diversity and Inclusion	8
Monitoring, Compliance and Continuous Improvement.....	9
Alignment with Other TBL Policies	10
Review.....	11

Introduction

At TBL, we are committed to building responsible and values-driven relationships across our entire supply chain. As a certified B Corp and sustainability-focused business, we expect our suppliers, subcontractors, and partners to operate in a way that reflects our principles of fairness, integrity, transparency, and environmental stewardship, and respect for human rights.

This Code of Conduct outlines the minimum standards we expect from all suppliers and forms part of our contractual expectations. It is aligned with UK legislation, international frameworks including the UN Global Compact, the UN Sustainable Development Goals (SDGs), ISO26000, ISO20400, and best practices recognised by B Corp.

All suppliers are expected to uphold the standards in this code and promote the same principles throughout their own supply chains.

Labour and Human Rights

Suppliers must uphold fundamental human rights and treat all workers with dignity and respect, in line with:

- UK Employment Rights Act 1996
- Equality Act 2010
- Modern Slavery Act 2015
- ILO Core Conventions

Key commitments:

- No forced, bonded, trafficked, or child labour.
- Fair employment practices including legal working hours, rest breaks, and transparent disciplinary procedures.
- Safe, hygienic, and healthy working conditions, with access to clean water, sanitation, PPE, and emergency procedures.
- Wages that meet or exceed legal minimums, with a preference for Real Living Wage alignment where possible.
- Freedom of association and the right to collective bargaining without retaliation.

Environmental Responsibility

TBL expects suppliers to actively manage and reduce their environmental impact, complying with:

- UK Environmental Protection Act 1990
- Environment Act 2021
- Relevant UK environmental regulations

Expectations include:

- Compliance with all applicable environment laws.
- Implementation of an Environmental Management System (e.g., ISO 14001) where possible.
- Setting and tracking measurable environment targets, including GHG reduction and net-zero alignment with the Paris Agreement.
- Using renewable energy and energy-efficient measures where possible.
- Minimising water consumption, waste, and pollution across operations.
- Avoiding materials sourced from endangered or illegal origins and protecting biodiversity.

Controls should be proportionate to the size and risk profile of the supplier; certification is encouraged but not required.

Business Ethics and Integrity

We expect suppliers to comply with applicable anti-bribery, anti-fraud, and financial crime laws.

Where a supplier processes personal data on behalf of TBL, they must follow TBL's written instructions, use appropriate security measures, and notify TBL promptly of any personal data breach.

Commitments include:

- Zero tolerance for bribery, corruption, fraud, and money laundering.
- Proper disclosure and management of any conflicts of interest.
- Fair competition practices and compliance with anti-trust laws.
- Respecting data privacy, information security, and intellectual property rights.
- Maintaining a business continuity plan.

Sustainable Procurement

TBL suppliers are expected to adopt sustainable sourcing practices, including:

- Integrating sustainability into sourcing and procurement decisions.
- Applying ISO 20400 Sustainable Procurement principles.
- Cascade these standards to their own suppliers and contractors.
- Prioritising suppliers with strong ESG performance or sustainability certifications.

Supplier Diversity and Inclusion

TBL values a diverse and inclusive supply chain. We welcome a diverse supply chain and encourage suppliers from underrepresented groups to work with us. Supplier selection is based on capability, risk, and alignment with this Code.

We expect suppliers to demonstrate inclusive employment and supply chain practices that align with the Equality Act 2010 and B Corp's diversity and equity principles.

Monitoring, Compliance and Continuous Improvement

TBL Services will monitor supplier adherence to this Code of Conduct through reviews, questionnaires, and direct engagement. Where suppliers fall short, we will work collaboratively to support improvement. However, serious or repeated breaches may result in the termination of the business relationship. TBL may request evidence of compliance with this Code (for example policies, training records, or audit outcomes) as part of onboarding or periodic review.

We ask all suppliers to:

- Proactively communicate their commitment to these standards.
- Report any concerns or breaches.
- Participate in ongoing improvement and engagement efforts.

Suppliers must report any suspected serious breach of this Code (including modern slavery, bribery, or serious safety incidents) to TBL as soon as possible via colin.curtis@tbl-services.com. Reports will be treated seriously and handled confidentially where possible.

Alignment with Other TBL Policies

This code works alongside our:

- Environmental policy
- Sustainable procurement policy
- Ethical Marketing and Customer Engagement policy
- Privacy policy
- Whistleblowing policy

Review

This code of conduct will be reviewed annually to reflect legislative updates, B Corp requirements, and TBL business needs. Updates will be communicated to suppliers.

Created by	Rachael Davies (Finance, HR, and Sustainability Manager)
Date created	January 2025
Date reviewed & revised	August 2025, April 2026
Next review due	January 2027

If you have questions, please contact rachael.davies@tbl-services.com



Thank you!

rachael.davies@tbl-services.com

www.tbl-services.com