



Supplier Code of Conduct

Purpose

In line with our values, the Supplier Code of Conduct reflects our commitment to integrity, respect for people, and sustainable business practices, including those within our supply chain. The purpose of this Supplier Code of Conduct is to set clear expectations for our suppliers to operate responsibly, ethically, and in compliance with all applicable laws and regulations.

Labour Standards

Modern Slavery

Suppliers must take reasonable steps to identify and address any risks of child labour, forced labour, human trafficking, or other forms of modern slavery in your operations and supply chains.

The following principals should be respected:

- Employment must be freely chosen, with no forced, bonded or child labour.
- Workers must be paid fair wages and benefits in line with legal and industry standards.
- Working hours should be reasonable and not exceed legal limits.
- Employees must have the freedom to associate, bargain collectively, and join unions.
- All workers should be treated with respect and dignity, with no harassment, abuse, or inhumane treatment.
- Equal opportunity must be provided to all, regardless of gender, race, religion, age, disability, or sexual orientation.

Non-discrimination

There is no discrimination in hiring, compensation, access to training, promotion, leadership opportunities, termination or retirement based on race, colour, caste, personal associations, national origin, religion, age, disability, gender, pregnancy, marital status, sexual orientation, union membership, family responsibilities or political affiliation.

Suppliers must have procedures in place on anti-discrimination, equal opportunity and anti-harassment to foster a culture of respect and inclusion.

Health and Safety

Suppliers are expected to provide a safe and healthy working environment, supported by adequate training, equipment, and procedures to minimise the risk of injury.



They should have effective emergency preparedness and response plans in place, and ensure workers are protected from hazardous substances and unsafe conditions.

Environmental Standards

Suppliers must comply with all applicable environmental laws and regulations and manage their operations in ways that reduce harm to the environment. This includes proper handling of waste, preventing pollution, and responsibly managing emissions.

Suppliers are also expected to use resources such as energy, water, and raw materials efficiently and to actively look for ways to minimise their environmental impact. Supporting sustainable practices is an important part of building a responsible and resilient supply chain.

Ethical Standards

Scitech is committed to upholding high ethical standards in our organisation and throughout our supply chain.

Business Integrity

Suppliers must conduct business with integrity and in a manner that is free from bribery and corruption. This means not offering, giving, requesting, or accepting bribes, kickbacks, or any other improper or unethical payments or benefits in order to gain business advantage.

All suppliers must engage in fair business practices and comply with applicable competition and antitrust laws. This includes avoiding collusion, price-fixing, bid-rigging, or other practices that restrict fair and open competition.

Disclosure of Information and Privacy

Confidentiality and data protection are also essential. Suppliers must protect the sensitive information of the company, its employees, partners, and customers, ensuring that data is collected, stored, and used in line with privacy and security requirements.

Suppliers are expected to avoid situations that may create actual or perceived conflicts of interest. Any relationship, activity, or circumstance that could improperly influence business decisions must be disclosed promptly and managed transparently.

Suppliers must maintain accurate and transparent business and financial records. All records, statements, and reports should be prepared honestly, reflect actual transactions, and comply with applicable accounting and reporting standards.



Values

Passion

We are passionate about Scitech and our purpose. This passion is the energy that inspires our excellence.

Respect

We are honest, respectful and look out for each other's well-being. We foster a supportive community by being open-minded and welcoming of people of all ages, genders, abilities and cultural backgrounds.

Innovation

We encourage innovation and creativity. We learn and grow by working together.

Fun

We share the fun we have at work by including each other and the community, engaging our own curiosity and encouraging it in others.

Sustainability

We minimise our environmental footprint, responsibly using our resources and energy.