



Supplier Code of Conduct

MedWaste Solutions

Site Assessment and Coordination of Clinical Waste Collection Services

1. Purpose and Scope

This Supplier Code of Conduct outlines the principles and standards that MedWaste Solutions expects all suppliers, subcontractors, and partners to adhere to when providing goods and services.

Our suppliers play a key role in helping us deliver safe, compliant, and environmentally responsible services to our clients.

All suppliers are expected to operate in accordance with this Code and all applicable laws and regulations in the Republic of Ireland.

This Code applies to:

- Licensed waste collection and disposal contractors.
 - Transport providers.
 - Equipment, service, and administrative suppliers.
 - Any third parties acting on behalf of MedWaste Solutions.
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2. Legal and Regulatory Compliance

Suppliers must:

- Comply with all applicable Irish and EU laws, including environmental, waste management, transport, and employment legislation.
 - Hold all required **permits, licenses, and certifications** for their operations.
 - Ensure full compliance with **EPA, Health & Safety Authority (HSA), and local authority** requirements.
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3. Ethical Business Practices

Suppliers are expected to:

- Conduct business ethically and transparently, avoiding bribery, corruption, or fraudulent practices.
- Declare any potential conflicts of interest with MedWaste Solutions.
- Respect confidentiality and data protection obligations.
- Provide accurate and complete information in all business dealings.

4. Health and Safety

- Maintain a safe working environment for all employees, contractors, and visitors.
- Comply with all relevant health and safety legislation and industry standards.
- Ensure staff are properly trained and equipped to handle clinical and hazardous waste safely.
- Report any incidents or near misses involving MedWaste Solutions operations immediately.

5. Environmental Responsibility

Suppliers must operate in an environmentally responsible manner and:

- Hold valid environmental permits where required.
- Handle, store, transport, and dispose of waste in compliance with legal and environmental regulations.
- Work to reduce emissions, energy use, and waste generation.
- Support MedWaste Solutions' commitment to sustainability and pollution prevention.

6. Labour and Human Rights

Suppliers must uphold fundamental human rights and fair labour practices, including:

- Prohibiting child labour, forced labour, or discrimination.
- Providing fair wages, working hours, and conditions in accordance with Irish law.
- Respecting employees' rights to freedom of association and collective bargaining.
- Promoting diversity, inclusion, and equal opportunity.

7. Data Protection and Confidentiality

Suppliers must:

- Handle all personal and confidential information securely and in compliance with the **General Data Protection Regulation (GDPR)**.
 - Use information provided by MedWaste Solutions solely for legitimate business purposes.
 - Notify MedWaste Solutions immediately in the event of any data breach or unauthorised disclosure.
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8. Quality and Service Standards

Suppliers must:

- Deliver goods and services to agreed specifications, quality standards, and timeframes.
 - Maintain appropriate quality management systems.
 - Notify MedWaste Solutions of any non-compliance or issues that could affect service delivery.
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9. Monitoring and Compliance

MedWaste Solutions reserves the right to:

- Request evidence of compliance with this Code.
 - Conduct audits or reviews of supplier performance.
 - Require corrective actions where standards are not met.
 - Terminate relationships with suppliers that fail to comply or act unethically.
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10. Continuous Improvement

Suppliers are encouraged to:

- Seek ways to enhance safety, environmental performance, and efficiency.
 - Collaborate with MedWaste Solutions to implement sustainable and innovative solutions.
 - Participate in training or awareness initiatives when invited.
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