

# Supplier Code of Conduct

Version	Date
V1	January 2025

## 1. Introduction

- **Purpose:** This Supplier Code of Conduct outlines the ethical, social, and environmental standards that Magnum Security Services expects from its suppliers, vendors, and partners. It reflects our commitment to integrity, sustainability, and responsible business practices.
- **Scope:** This Code applies to all suppliers, subcontractors, and third-party service providers engaged by Magnum Security Services globally.
- **Commitment:** Suppliers are expected to adhere to this Code and ensure compliance throughout their operations and supply chains.

## 2. Core Principles

Magnum Security Services is committed to the following principles, and we expect our suppliers to uphold them:

1. **Legal Compliance:** Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate.
2. **Ethical Business Practices:** Suppliers must conduct business with integrity, honesty, and transparency, and avoid any form of corruption, bribery, or unethical behavior.
3. **Human Rights:** Suppliers must respect and uphold internationally recognized human rights, including the prohibition of forced labor, child labor, and discrimination.
4. **Labor Standards:** Suppliers must ensure fair labor practices, including fair wages, reasonable working hours, and safe working conditions.
5. **Environmental Responsibility:** Suppliers must minimize their environmental impact and comply with environmental laws and regulations.
6. **Data Protection and Confidentiality:** Suppliers must protect sensitive information, including personal data, and comply with data protection laws such as GDPR.
7. **Health and Safety:** Suppliers must provide a safe and healthy workplace for their employees and subcontractors.

### 3. Detailed Expectations

#### 3.1 Legal and Ethical Standards

- Suppliers must operate in full compliance with all applicable laws, including labor, environmental, anti-corruption, and data protection laws.
- Suppliers must not engage in bribery, corruption, or any form of unethical behavior.
- Suppliers must respect intellectual property rights and avoid any unauthorized use of third-party assets.

#### 3.2 Human Rights and Labor Practices

- **Forced Labor:** Suppliers must not use forced, bonded, or compulsory labor.
- **Child Labor:** Suppliers must not employ workers under the legal working age and must comply with the International Labour Organization (ILO) standards.
- **Discrimination:** Suppliers must not discriminate based on race, gender, religion, age, disability, sexual orientation, or any other protected characteristic.
- **Fair Wages and Working Hours:** Suppliers must pay fair wages and ensure reasonable working hours in compliance with local laws.

#### 3.3 Health and Safety

- Suppliers must provide a safe and healthy work environment, free from hazards.
- Suppliers must comply with all health and safety regulations and provide appropriate training and protective equipment to employees.

#### 3.4 Environmental Responsibility

- Suppliers must minimize their environmental impact by reducing waste, conserving energy, and using sustainable materials where possible.
- Suppliers must comply with all environmental laws and regulations, including those related to emissions, waste disposal, and pollution.

### 3.5 Data Protection and Confidentiality

- Suppliers must protect sensitive information, including personal data, and comply with data protection laws such as GDPR.
- Suppliers must have clear policies and procedures in place to prevent data breaches and respond promptly to any incidents.

### 3.6 Anti-Corruption and Bribery

- Suppliers must not engage in bribery, kickbacks, or any form of corrupt practices.
- Suppliers must comply with anti-corruption laws, including the UK Bribery Act and the US Foreign Corrupt Practices Act (FCPA).

### 3.7 Supply Chain Responsibility

- Suppliers must ensure that their own suppliers and subcontractors comply with this Code of Conduct.
- Suppliers must communicate this Code to their employees and subcontractors and ensure they understand and adhere to its requirements.

## 4. Compliance and Monitoring

- **Audits and Inspections:** Magnum Security Services reserves the right to conduct audits and inspections to verify compliance with this Code.
- **Reporting Violations:** Suppliers must report any violations of this Code to Magnum Security Services promptly.
- **Whistleblowing:** Suppliers must have a whistleblowing mechanism in place to allow employees to report concerns anonymously and without fear of retaliation.

## 5. Consequences of Non-Compliance

- Failure to comply with this Code may result in corrective actions, including termination of the business relationship.
- Serious violations may lead to legal action and reporting to relevant authorities.

## 6. Continuous Improvement

- Magnum Security Services encourages suppliers to continuously improve their practices and align with global sustainability and ethical standards.
- Suppliers are expected to engage in open dialogue with Magnum Security Services to address any concerns and improve compliance.

## 7. Effective Date and Review

- This Supplier Code of Conduct is effective as of **January 2025** and will be reviewed periodically to ensure its relevance and effectiveness.
- Suppliers will be notified of any updates or changes to this Code.

## 8. Acknowledgment and Agreement

By signing below, the supplier acknowledges that they have read, understood, and agree to comply with the Magnum Security Services Supplier Code of Conduct.

**Supplier Name:** \_\_\_\_\_

**Authorized Representative Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_