

Supplier Code of Conduct

1.0 Introduction

This **Supplier Code of Conduct** outlines the minimum standards suppliers must meet when conducting business with South Staffordshire College.

2.0 Scope

This Code applies to all suppliers, vendors, agents, contractors, and subcontractors who provide goods and/or services to South Staffordshire College.

3.0 Legal Compliance

Suppliers must comply with all applicable local, national, and international laws and regulations and maintain all required insurance, licenses and permits.

4.0 Labour & Human Rights

4.1 Freely Chosen Employment

Suppliers must not use forced, bonded, indentured labour or human trafficking.

4.2 Child Labour

Suppliers must not use child labour. Workers must meet the minimum legal working age.

4.3 Working Hours

Suppliers must comply with local laws on working hours, overtime, and rest periods.

4.4 Wages and Benefits

Suppliers must pay workers at least the local legal minimum wage and provide all legally mandated benefits.

4.5 Non-Discrimination

Suppliers must provide a workplace free from discrimination or harassment based on any of the protected characteristics as defined in the Equality Act 2010.

4.6 Freedom of Association

Suppliers must respect workers' rights to freely associate and bargain collectively.

5.0 Health and Safety

Suppliers must provide a safe and healthy working environment by identifying and mitigating hazards and training workers on safety procedures and emergency preparedness.

6.0 Environmental Stewardship

Suppliers must operate in compliance with all relevant UK environmental laws and regulations, strive to improve their energy performance and reduce their environmental impacts and report annually on carbon reduction projects to reduce scope 1 and scope 2 emissions if required to do so.

7.0 Ethics and Integrity

7.1 Business Integrity

Suppliers must prohibit and actively work to prevent all forms of corruption, bribery, extortion, and embezzlement.

7.2 Fair Competition

Suppliers must conduct business in accordance with the Competition Act 1998.

7.3 Confidentiality

Suppliers must protect South Staffordshire College's confidential and proprietary information.

8.0 Social Responsibility

Suppliers must consider signing the Armed Forces Covenant and signing up to the Disability Confident Scheme, particularly Medium sized employers with at least 50 members of staff.

9.0 Transparency in Supply Chains

Suppliers must monitor and assess their own supply chain for compliance with the Modern Slavery Act 2015, Clause 54, Transparency in Supply Chains.

10.0 Monitoring & Reporting

To ensure compliance Suppliers may be subject to audits, assessments, or evaluation.

11.0 Compliance and Consequences

Non-compliance to the Code may result in corrective action, suspension, or termination of the business relationship.