



SUPPLIER CODE OF CONDUCT

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1. Purpose

Dexacon Ltd is committed to working with suppliers, subcontractors and business partners who share our values of integrity, professionalism, safety and responsible business practices.

This Supplier Code of Conduct sets out the minimum standards expected of all organisations and individuals who supply goods or services to Dexacon Ltd.

By accepting a purchase order, subcontract, or other contract with Dexacon Ltd, suppliers acknowledge this Code and agree to work in accordance with its principles.

2. Our Values

Dexacon Ltd expects all suppliers to conduct business with:

- Integrity.**
- Honesty.**
- Professionalism.**
- Fairness.**
- Accountability.**
- Respect for people.**
- Respect for the environment.**
- Compliance with the law.**

3. Legal Compliance

Suppliers must comply with all applicable laws, regulations and industry standards, including those relating to:

- **Employment.**
- **Health and Safety.**
- **Environmental protection.**
 - **Data protection.**
 - **Equality legislation.**
 - **Taxation.**
- **Immigration and right-to-work requirements.**
 - **Modern Slavery Act 2015.**
 - **Bribery Act 2010.**

4. Health and Safety

Suppliers are expected to:

- **Provide safe systems of work.**
- **Ensure employees are competent and appropriately trained.**
 - **Carry out suitable risk assessments where required.**
 - **Supply appropriate Personal Protective Equipment (PPE).**
 - **Comply with site-specific health and safety rules.**
 - **Report accidents, incidents and near misses promptly.**
- **Stop work where there is a serious and immediate risk to health or safety.**

Safety must never be compromised in order to meet programme or commercial pressures.

5. Ethical Business Conduct

Suppliers must:

- **Conduct business honestly and ethically.**
- **Avoid fraud, corruption and dishonest practices.**
 - **Maintain accurate business records.**
- **Declare any actual or potential conflicts of interest.**

- **Avoid behaviour that could damage the reputation of Dexacon Ltd.**
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6. Anti-Bribery and Corruption

Suppliers must not:

- **Offer, request or accept bribes.**
- **Make improper payments or inducements.**
- **Provide gifts or hospitality intended to improperly influence business decisions.**
 - **Facilitate corrupt or unlawful business practices.**

Any suspected breach must be reported immediately.

7. Modern Slavery and Human Rights

Suppliers must:

- **Prohibit forced, bonded or compulsory labour.**
 - **Prohibit child labour.**
 - **Respect workers' human rights.**
 - **Ensure employment is freely chosen.**
 - **Pay workers in accordance with applicable laws.**
 - **Provide fair working conditions.**
 - **Take reasonable steps to prevent modern slavery within their own supply chains.**
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8. Equality, Diversity and Inclusion

Suppliers are expected to:

- **Treat all workers fairly and with dignity.**
 - **Promote equality of opportunity.**
 - **Prevent discrimination, bullying and harassment.**
 - **Respect diversity and foster inclusive workplaces.**
 - **Comply with the Equality Act 2010 and other applicable legislation.**
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9. Environmental Responsibility

Suppliers should:

- **Minimise waste and unnecessary packaging.**

- **Recycle materials wherever reasonably practicable.**
 - **Prevent pollution.**
 - **Use resources responsibly.**
 - **Reduce environmental impacts where possible.**
 - **Support sustainable procurement practices.**
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10. Quality and Workmanship

Suppliers must:

- **Deliver products and services that meet agreed specifications.**
 - **Supply materials that are fit for purpose.**
 - **Maintain appropriate quality control procedures.**
 - **Notify Dexacon Ltd immediately of any issue that may affect quality, safety or programme.**
 - **Cooperate in resolving defects or non-conformances promptly.**
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11. Confidentiality and Data Protection

Suppliers must:

- **Protect confidential business information.**
 - **Process personal data in accordance with applicable data protection legislation.**
 - **Prevent unauthorised disclosure of information.**
 - **Report any data breach affecting Dexacon Ltd without delay.**
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12. Competence

Suppliers are expected to ensure that:

- **Employees and subcontractors are suitably qualified.**
- **Relevant licences and certifications are maintained.**
- **Plant and equipment are safe and appropriately maintained.**
 - **Work is carried out by competent personnel.**

Evidence of competence may be requested by Dexacon Ltd.

13. Reporting Concerns

Suppliers are encouraged to report any concerns relating to:

- **Unsafe practices.**
 - **Fraud.**
 - **Bribery.**
 - **Modern slavery.**
- **Environmental incidents.**
- **Serious misconduct.**
- **Breaches of this Code.**

Reports will be handled fairly and confidentially where appropriate.

14. Monitoring and Compliance

Dexacon Ltd may request reasonable evidence that suppliers are complying with this Code.

Where significant concerns arise, we may:

- **Request additional information.**
 - **Require corrective action.**
 - **Monitor progress against agreed improvements.**
 - **Suspend new orders where appropriate.**
 - **Terminate business relationships where serious or repeated breaches occur.**
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15. Continuous Improvement

Dexacon Ltd believes in building long-term partnerships based on trust, collaboration and continual improvement.

We encourage suppliers to regularly review their own policies, procedures and performance to strengthen safety, quality, sustainability and ethical business practices.

By working together, we can deliver construction projects that meet the highest professional standards while protecting our people, our clients, our communities and the environment.

16. Acceptance

Acceptance of a purchase order, subcontract agreement, framework agreement or any other contract with Dexacon Ltd constitutes acceptance of this Supplier Code of Conduct unless otherwise agreed in writing.

Suppliers are expected to communicate the principles of this Code to their employees, subcontractors and supply chain partners where relevant.