



# CODE OF CONDUCT

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## Compliance Commitment Suppliers

**Harris H&S Ltd.**

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PROFESSIONALS

# Harris H&S Ltd.

## Supplier Code of Conduct

### STATEMENT OF COMMITMENT TO BUSINESS ETHICS PRINCIPLES

Harris H&S Ltd. is committed to maintaining the highest standards of ethical conduct in all aspects of our business operations. We expect our suppliers and contractors to share in this commitment and adhere to the following business ethics principles:

### COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers and contractors must comply with all applicable laws and regulations in the countries where they operate. This includes, but is not limited to, laws related to bribery, corruption, labor practices, and environmental protection.

### ZERO-TOLERANCE FOR BRIBERY AND CORRUPTION

We have a zero-tolerance policy for bribery and corruption. Suppliers and contractors must not offer, give, receive, or solicit bribes or any other improper advantage. They are expected to conduct business with integrity, transparency, and fairness.

### FAIR LABOR PRACTICES

Suppliers and contractors must uphold fair labor practices, including but not limited to:

- Compliance with local labor laws.
- No use of forced or child labor.
- Providing fair wages and reasonable working hours.
- Respecting the rights of employees to freedom of association and collective bargaining.

## ENVIRONMENTAL RESPONSIBILITY

We expect our suppliers and contractors to minimize their environmental impact. This includes:

- Complying with environmental laws and regulations.
- Implementing measures to reduce waste, energy consumption, and emissions.
- Promoting sustainable practices in the supply chain.

## ANTI-DISCRIMINATION

Suppliers and contractors must not engage in discrimination based on race, color, religion, gender, age, disability, sexual orientation, or any other protected status. They should promote diversity and inclusion in the workplace.

## CONFIDENTIALITY AND DATA PROTECTION

Suppliers and contractors must respect the confidentiality of Harris H&S Ltd's information and adhere to data protection laws. They should implement measures to secure and protect any sensitive data provided by Harris H&S Ltd.

## ETHICAL BUSINESS PRACTICES

Suppliers and contractors should conduct business with honesty, integrity, and fairness. They must avoid engaging in deceptive or fraudulent practices.

## REPORTING VIOLATIONS

We encourage suppliers and contractors to promptly report any violations of this Code of Conduct. Reports can be made through our established reporting channels, and there will be no retaliation against those who report in good faith.

## CONTINUOUS IMPROVEMENT

Suppliers and contractors are encouraged to continuously assess and improve their business practices in alignment with ethical standards. Regular audits and reviews may be conducted to ensure compliance.

## ACKNOWLEDGMENT

By entering a business relationship with Harris H&S Ltd, suppliers and contractors acknowledge their commitment to adhere to this Supplier Code of Conduct.

Signed:  - Jonathan Harris (Director)

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