

Train AV

Supplier Code of Conduct

ISO 20400 – Sustainable Procurement Aligned

Document Control

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1. Purpose

This Supplier Code of Conduct defines the ethical, social, environmental, and labour standards expected of all suppliers working with Train AV, in alignment with ISO 20400.

2. Scope

This Code applies to all suppliers, subcontractors, consultants, and service providers supplying goods or services to Train AV.

3. Legal & Standards Compliance

Suppliers must comply with all applicable laws and regulations relating to labour, human rights, health and safety, environmental protection, and ethical business conduct.

4. Human Rights & Labour Standards

Suppliers must uphold fundamental human rights, prohibit modern slavery and child labour, ensure voluntary work, and provide fair pay and lawful working conditions.

5. Equality, Diversity & Non-Discrimination

Suppliers must provide a workplace free from discrimination, harassment, or victimisation and promote equal opportunity.

6. Health, Safety & Wellbeing

Suppliers must provide safe and healthy working environments, assess risks, and comply with health and safety legislation.

7. Environmental Responsibility

Suppliers are expected to minimise environmental impact, use resources efficiently, and comply with environmental laws.

8. Ethical Business Conduct

Suppliers must act with integrity, avoiding bribery, corruption, conflicts of interest, and misuse of confidential information.

9. Monitoring, Audits & Corrective Action

Train AV may request compliance confirmation, conduct proportionate audits, and require corrective actions where necessary.

10. Reporting Concerns

Suppliers must allow workers to raise concerns without fear of retaliation and cooperate with Train AV investigations.

11. Continuous Improvement

Suppliers are encouraged to continually improve ethical, social, and environmental performance.

12. Acknowledgement

Suppliers may be required to formally acknowledge acceptance of this Code as a condition of working with Train AV.