



## **Supplier Standards Policy**

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This document articulates operational and performance guidance for Yellow Cake plc (“Yellow Cake”) employees, directors, business partners, contractors, consultants and advisers



## **1. Introduction**

Yellow Cake's suppliers are businesses or individuals that provide us with goods, materials or services under terms specified in a contract.

We seek to build mutually beneficial working relationships with our Suppliers and will show preference for those Suppliers who are able to demonstrate alignment with the standards contained in this policy and who promote such standards amongst their own suppliers.

Suppliers shall comply with their contract terms and the laws, rules and regulations of the jurisdictions where they do business with, or on behalf of, Yellow Cake. These include, but are not limited to law relating to labour, taxes, bribery and corruption, and the preservation of health, safety and the environment.

## **2. Health and Safety**

Yellow Cake works with suppliers who are committed to:

- Taking all practical and reasonable measures to eliminate workplace fatalities, injuries and illness.
- Providing a safe working environment for employees and subcontractors including the provision of appropriate personal protective equipment.
- Compliance with all legislation, regulations, by-laws and any guidelines as applicable to ensure a safe, productive and hygienic working environment.

## **3. Business Integrity and Legal Compliance**

Yellow Cake works with suppliers who undertake:

- Not to commit, or become involved in, any form of bribery or corruption. Suppliers shall not pay or accept bribes, tolerate any form of money laundering or participate in other illegal incentives in business
- To comply with all applicable laws and regulations
- To maintain policies and practices to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of retaliation.



#### **4. Labour and Human Rights**

Yellow Cake works with suppliers who uphold fundamental human rights including:

- Ensuring all work is freely chosen; without the use of forced or compulsory labour. Workers should be allowed to resign with no penalty after a reasonable notice period.
- Ensuring all workers are of legal age; and preventing the use of illegal child labour.
- Ensuring fair remuneration and work conditions for all workers.
- Promoting humane treatment and preventing harassment and unfair discrimination.
- Respecting the privacy of employees and customers and complying with all laws in the collection, use and protection of personal information.

#### **5. Environmental stewardship**

Yellow Cake works with suppliers who are committed to:

- Promoting a culture that values the environment and acts to protect the environment in which they operate.
- Continuously improving environmental and resource management – reduce, reuse and recycle.
- Measuring, managing, and reporting environmental data in accordance with applicable laws and regulations.
- Ensuring products manufactured or contracted to manufacture do not contain conflict minerals.

#### **6. Host Communities**

Yellow Cake works with suppliers who:

- Respect human dignity and the rights of individuals and of the communities associated with their operations.
- Contribute to the economic, social and educational well-being of the communities where they operate. This may include supporting programmes to develop critical skills, reduce unemployment and increase the participation of community businesses in supply chains.
- Have regard for the impact on the local communities when recruiting, employing and accommodating the workforce.
- Recognise and respect the cultural heritage and traditions of indigenous communities.



## 7. Reporting

Yellow Cake works with suppliers who:

- Maintain accurate financial and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.
  - Report on economic, social and environmental performance to meet regulatory and contractual requirements.
  - Respect the intellectual property rights of other parties.
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