



Supplier Standards Policy

This document articulates operational and performance guidance for Yellow Cake plc suppliers.



1. Introduction

Yellow Cake plc (“**Yellow Cake**”, the “**Company**” or “**we**”) recognises the importance of acting ethically and ensuring that its business practices meet with the highest standards of integrity.

This policy draws upon our values as set out in our Code of Conduct (which can be found on our website (<https://www.yellowcakeplc.com/wp-content/uploads/2019/07/2019-Yellow-Cake-Code-of-Conduct.pdf>) and internationally recognised standards. This policy summarises the standards to which we expect the businesses or individuals that provide us with goods, materials or services under terms specified in a contract (our “**Suppliers**”) to adhere to.

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 our values as set out in our Code of Conduct, and who promote such standards amongst their own suppliers.

Yellow Cake expects Suppliers to comply with their contract terms and all applicable laws, rules and regulations. These include, but are not limited to law relating to labour, taxes, anti-bribery and corruption, intellectual property rights and the preservation of health, safety and the environment.

Our board of directors has overall responsibility for the effective operation of this policy. Day-to-day operational responsibility for this policy, including regular review of this policy, has been delegated to the Chief Executive Officer and the Chief Financial Officer.

We reserve the right to review and update this policy when deemed necessary.

2. Health and Safety

Yellow Cake expects our Suppliers to be committed to:

- Taking all practical and reasonable measures to eliminate workplace fatalities, injuries and illness.
- Providing a safe working environment for employees, contractors 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 expects our Suppliers to undertake:

- Not to commit, or be involved in, any form of bribery or corruption.
- Not to pay or accept bribes, tolerate any form of money laundering or participate in any other illegal incentives in business (including facilitation payments).
- 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 expects our Suppliers to uphold fundamental human rights including through:

- Ensuring that all work is freely chosen; without the use of forced or compulsory labour.
- Ensuring that all workers are allowed to resign with no penalty after a reasonable notice period.
- Ensuring that all workers are of legal age
- Preventing the use of 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.
- Ensuring that products supplied, manufactured or contracted to manufacture, which contain any of the following minerals: tin, tungsten, tantalum and gold, are sourced responsibly and in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas 3rd Edition.

5. Environmental stewardship

Yellow Cake expects our Suppliers to be committed to:

- Compliance with all applicable laws and regulations to protect and prevent harm of the environment.
- Promoting a culture that values the environment and acts to protect and prevent harm of the environment in which they operate.
- Continuously improving environmental and resource management – including through measures to reduce, reuse and recycle.
- Measuring, managing, and reporting environmental data in accordance with applicable laws and regulations.

6. Host Communities

Yellow Cake expects our Suppliers to operate responsibly within their host communities, including through:

- Respecting human dignity and the rights of individuals and of the communities associated with their operations.
- Contributing 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.
- Having regard for the impact on the local communities when recruiting, employing and accommodating the workforce.
- Recognising and respecting the cultural heritage and traditions of indigenous communities.



7. Reporting

Yellow Cake expects our Suppliers to:

- 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.

8. Questions

If you have questions regarding this policy, or about our expectations of our suppliers, please contact the Chief Executive Officer or the Chief Financial Officer.

9. Raising Concerns

We are committed to the highest possible standards of accountability honestly and openness. We therefore encourage any supplier (including their employees) to report any concerns regarding conduct that potentially breaches our Code of Conduct and its underlying policies, including this policy, with their Yellow Cake contact.
