

## **Key Precision Ltd – Supplier Code of Conduct**

**Effective Date:** 24/3/25

**Review Date:**

**Policy Owner:** Procurement and Compliance Team

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### **1. Introduction**

At Key Precision Ltd, we are committed to operating responsibly, ethically, and in compliance with all applicable laws. We expect the same standards from our suppliers. This **Supplier Code of Conduct** sets out the minimum standards we require from all suppliers, contractors, and business partners.

By working with us, you agree to adhere to this Code in your operations and supply chain.

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### **2. Legal Compliance**

Suppliers must comply with:

- All applicable local, national, and international laws and regulations
  - The UK **Modern Slavery Act 2015**
  - Labour laws, including those covering working hours, wages, health and safety, and non-discrimination
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### **3. Labour Standards**

#### **3.1 No Forced Labour or Human Trafficking**

- All work must be voluntary. Suppliers must not use any form of forced, bonded or indentured labour, involuntary prison labour, or human trafficking.

#### **3.2 Fair Employment Practices**

- Employees must be free to leave their employment with reasonable notice.
- All workers must be provided with clear, written terms of employment in a language they understand.
- Wages must meet or exceed legal minimums.

#### **3.3 No Child Labour**

- Suppliers must not employ workers under the minimum age set by national law or under 15 years old, whichever is higher.

### **3.4 Non-Discrimination**

- Suppliers must not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, gender, religion, nationality, age, disability, sexual orientation, or any other protected status.
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## **4. Health and Safety**

Suppliers must:

- Provide a safe and hygienic working environment
  - Take adequate steps to prevent accidents and injuries
  - Provide appropriate personal protective equipment (PPE) and safety training
  - Comply with health and safety laws and standards relevant to their industry
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## **5. Environmental Responsibility**

Suppliers are expected to:

- Minimise environmental impacts in areas such as energy use, waste, emissions, and resource use
  - Comply with environmental laws and obtain all required permits
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## **6. Ethical Business Conduct**

Suppliers must:

- Conduct business ethically and with integrity
  - Avoid all forms of corruption, bribery, extortion, and embezzlement
  - Protect confidential information and respect intellectual property rights
  - Declare any actual or potential conflicts of interest in relation to their relationship with Key Precision Ltd
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## **7. Management Systems**

Suppliers should have processes in place to:

- Communicate this Code to their employees and sub-suppliers
  - Monitor compliance with these standards
  - Investigate and respond to any violations or concerns
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## 8. Monitoring and Compliance


Key Precision Ltd reserves the right to:

- Conduct audits or request documentation to ensure compliance
  - Require corrective actions for non-compliance
  - Terminate the relationship with suppliers who fail to meet or improve upon these standards
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## 9. Reporting Concerns

Suppliers, employees, or third parties may report concerns or suspected breaches of this Code confidentially to:

 [emma.dawson@keyprecision.com](mailto:emma.dawson@keyprecision.com)

 0153 578006

Key Precision Ltd will not tolerate retaliation against anyone who raises concerns in good faith.

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## 10. Acknowledgement

By supplying goods or services to Key Precision Ltd, the supplier acknowledges their commitment to uphold this Code and take responsibility for their workforce and supply chain practices.

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**Signed:**   
Greg Jackson Managing Director  
**Key Precision Ltd**  
24/3/25

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