



Supplier Code of Conduct & Responsible Sourcing Requirements

1. Intro:

Marrill Limited is committed to conducting business responsibly, ethically and in compliance with applicable legal and regulatory requirements. As a leading supplier to the Automotive, Off-Highway and Commercial Goods sectors, we recognise the importance of responsible sourcing and reasonably expects equivalent standards throughout our supply chain.

This Supplier Code of Conduct defines the minimum standards expected of all suppliers providing goods or services to Marrill Limited. Therefore, compliance with this Code is a condition of doing business with Marrill Limited.

2. Scope

This Code applies to all suppliers, subcontractors and service providers engaged by Marrill Limited.

Suppliers are responsible for ensuring compliance with the requirements of this Code within their own operations and are expected to promote equivalent standards within their supply chains where appropriate.

3. Responsible Sourcing

Marrill Limited recognises the importance of responsible sourcing and expects suppliers to operate in accordance with applicable legal, environmental, ethical and labour standards.

Our approach is intended to be proportionate to the size and nature of our business and aligned with recognised procurement best practice principles.

Suppliers are expected to:

- Conduct business ethically and responsibly
- Comply with applicable laws and regulations
- Promote safe and fair working conditions
- Operate in an environmentally responsible manner
- Maintain Appropriate policies, procedures and controls proportionate and relevant to the nature and size of their operations
- Communicate similar standards within their own operations and supply chains where appropriate

4. Legal Compliance

Suppliers must comply with all applicable laws, rules and regulations in the countries in which they operate.

This includes:

- Employment legislation
- Health & safety legislation
- Environmental legislation
- Import/export controls and sanctions

Suppliers are expected to notify Marrill Limited of any restrictions or compliance issues which may affect supplied goods or services.

4. Health & Safety

Suppliers shall provide and maintain a safe and healthy working environment in compliance with all applicable health and safety legislation and regulations.

Suppliers shall:

- Maintain safe systems of work
- Provide appropriate personal protective equipment where required
- Ensure employees receive appropriate health and safety instruction and training
- Maintain processes for reporting and managing workplace incidents and injuries

Suppliers are encouraged to operate recognised occupational health and safety management systems, such as ISO 45001, where appropriate.

5. Social Responsibility & Human Rights

Marrill Limited is committed to maintaining an ethical supply chain and expects suppliers to uphold equivalent standards within their operations.

Suppliers shall:

- Prohibit forced labour, bonded labour, human trafficking and all forms of modern slavery
- Not employ child labour
- Ensure employment is freely chosen
- Provide fair wages and working conditions in accordance with applicable legislation
- Ensure working hours comply with applicable laws and regulations
- Provide a workplace free from unlawful discrimination, harassment or abuse
- Employ only individuals with legal authorisation to work

Suppliers are expected to respect internationally recognised human rights principles, including the UN Guiding Principles on Business and Human Rights.

6. Modern Slavery

Marrill Limited operates a zero-tolerance approach to modern slavery and human trafficking.

Suppliers shall take reasonable steps to ensure that modern slavery, forced labour and human trafficking are not present within their operations.

Suppliers shall maintain transparency in labour practices and comply with applicable modern slavery legislation.

7. Business Ethics

Marrill Limited maintains a zero-tolerance approach to bribery, corruption and unethical business conduct.

Suppliers shall:

- Comply with all applicable anti-bribery and anti-corruption legislation
- Not offer, provide or accept bribes, improper payments or other unethical inducements
- Avoid conflicts of interest that could improperly influence business decisions
- Conduct business in an honest, fair and transparent manner

A reasonable and proportionate approach shall be applied in relation to gifts and hospitality.

8. Import / Export Compliance

Suppliers shall comply with all applicable import and export control laws, regulations and sanctions relevant to the goods or services supplied to Marrill Limited.

Suppliers shall notify Marrill Limited of any known restrictions or compliance issues that may affect supply.

9. Environmental Responsibility

Marrill Limited is committed to minimising the environmental impact of its operations and expects suppliers to operate in an environmentally responsible manner.

Suppliers shall comply with applicable environmental legislation and are expected, when reasonably practicable, to:

- Minimise waste and emissions
- Promote efficient use of energy, water and raw materials
- Support reuse and recycling activities
- Reduce environmental impact associated with their operations and products

Suppliers are encouraged to work towards recognised environmental management standards, including ISO 14001, where appropriate.

Materials and substances supplied to Marrill Limited shall comply with all applicable legal and regulatory requirements.

9. Supplier Compliance

Suppliers shall comply with the requirements set out within this Code and maintain appropriate policies, procedures and controls relevant to their operations.

Suppliers shall provide information reasonably requested by Marrill Limited in relation to compliance with this Code.

10. Non-Compliance

Failure to comply with this Code may result in review or termination of the supplier relationship.