

Supplier Code of Conduct

Care REIT (CRT) is committed to conducting business with integrity, fairness, and transparency. This Supplier and Tenant Code of Conduct outlines the principles and expectations for all tenants, suppliers, vendors, contractors, and other business partners who work with us (suppliers). Compliance with this Code is a fundamental condition for maintaining a business relationship with CRT.

Suppliers are expected to have adequate and up to date policies and procedures to ensure that they can demonstrate how they comply with the following business practices.

1. Legal and Regulatory Compliance

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards, including but not limited to those related to labour, human rights, health and safety, the environment, and anti-corruption.

2. Human Rights and Labour Standards

Suppliers must respect and promote human rights, ensuring:

- No use of forced, bonded, or involuntary labour.
- No child labour, adhering to the minimum age requirements specified by the International Labour Organization (ILO) and local laws.
- Equal opportunity and non-discrimination in hiring, compensation, promotion, and termination.
- Fair wages, benefits, and working hours in compliance with local laws.
- The supplier must ensure that all employees have the necessary statutory requirements to work in the UK.

3. Health and Safety

Suppliers must provide a safe and healthy working environment for all employees and customers and implement measures to prevent workplace accidents and injuries. This includes:

- Compliance with health and safety regulations.
- Providing necessary training, protective equipment, and resources to ensure employee safety.
- Identifying and mitigating potential risks in the workplace.
- Providing a safe environment for employees and customers.

4. Environmental Responsibility

Suppliers are expected to operate in an environmentally responsible and sustainable manner by:

- Complying with all applicable environmental laws and regulations.
- Minimizing waste, emissions, and resource consumption.
- Implementing measures to prevent environmental pollution.
- Striving to use energy-efficient and sustainable practices in their operations.
- Consider the environmental impact of their operations and aim to reduce energy, water and waste wherever possible.

5. Business Integrity and Ethics

Suppliers must uphold the highest standards of integrity, including:

- Prohibiting all forms of corruption, bribery, and unethical practices.
- Avoiding conflicts of interest and disclosing any situations that may create a conflict.
- Protecting confidential information and intellectual property.
- Maintaining effective anti-money laundering and anti-fraud compliance procedures.
- Accurately reporting financial and operational information on a timely basis.

6. Supply Chain Transparency

Suppliers must ensure that their own suppliers, contractors, and business partners adhere to similar standards outlined in this Code. Suppliers are encouraged to monitor their supply chains to identify and address potential risks.

7. Monitoring and Compliance

CRT reserves the right to audit and assess suppliers' compliance with this Code. Non-compliance may result in corrective actions, suspension, or termination of the business relationship.