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Supplier Code of Conduct

Issue 2025



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	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
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Contents

1.0 Introduction.....	4
2.0 Company Values.....	5
3.0 The Code.....	6
3.1 Health, Safety and Wellbeing	6
3.2 Employment and Inclusion	6
3.3 Tax.....	7
3.4 Trade Compliance and Sanctions.....	7
3.5 Data Privacy	8
3.6 Communications	8
3.7 Hospitality and Gifts.....	9
3.8 Corruption and Bribery	9
3.9 Environment Protection	10
3.10 Sustainability.....	10
3.11 Fair Competition.....	11
3.12 Conflict of Interest.....	11
3.13 Protection of Property	12
3.14 Confidentiality	12
3.15 Community Rights	13
3.16 Human Rights	13
3.17 Respect	14
4.0 Supplier Approval.....	15
5.0 Supplier Monitoring.....	15
6.0 Key Contacts & Reporting.....	16
7.0 Declaration.....	16

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
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1.0 Introduction


The Supplier Code of Conduct (herein referred to as “The Code”) applies to providers of goods and services, and their employees, in their work with TSL Group (herein referred to as TSL) through a contractual agreement. It serves as a framework for suppliers to align with the values, principles, ethics, and standards set forth by TSL. This framework will ensure accountable, transparent, responsible, and sustainable business practices throughout the supply chain.

It does not apply to single transactions such as a taxi ride, dinner at a restaurant, purchasing a railway ticket, or any similar transaction not subject to a framework / contract agreement. It applies to a group that TSL collectively calls “suppliers” which also covers parties under other terminologies, such as subcontractors, service providers, professional service providers, consultants, intermediaries, and agents.

As a supplier, you must ensure that the practices and principles outlined in “The Code” flow down your supply chain. You must comply with all applicable laws and with “The Code”, including when it sets a higher standard than, but does not conflict with, legal requirements. Customs or local practices never take precedence over legal requirements. If “The Code” conflicts with applicable legal requirements, you should inform TSL.

TSL does not retaliate against anyone for submitting in good faith a report of suspected or known misconduct, nor do we tolerate others retaliating. Similarly, you must not punish or tolerate retaliation against anyone who, in good faith, reports suspected or known misconduct. “Good faith” means that to the best of a person’s knowledge and belief, everything reported is accurate and that everything known is reported.

The Code sets out the general governance theme that applies across all TSL Group entities, ensuring a consistent approach to ethical and responsible business practices. However, we recognise that local laws and regulations may vary across different regions. While suppliers must always comply with all applicable local legal requirements, where this Code establishes a higher standard, it will apply. Conversely, where local regulations impose stricter requirements, they will set the minimum standard of conduct.


	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
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2.0 Company Values

Reputation and professionalism are both hard-won qualities for TSL; these are built on solid and unwavering relations with our network of suppliers for mutual benefit. Together, business partnerships will remain committed to strong business ethics that promote social and environmental change underpinned by human rights.

Our company values form the cornerstone of our identity, guiding the behaviours and decisions of every member of our team. These principles embody the essence of who we are, fostering a culture of integrity, innovation, and collaboration that drives our success. TSL expects its suppliers, their own employees and appropriate third parties, including government officials, to respect the values when dealing across TSL, irrespective of country or culture.

Safety First	Our belief is that success starts with prioritising safety and that it's our duty to ensure it permeates into every decision and action. We value and care for all people and put safety at the core of the business
Keep it Agile & Simple	We pride ourselves on our streamlined processes, eliminating unnecessary complexities in our activity. We harness this value to deliver at speed, to high quality and through clear communication extending to our supply chain
Follow the Formula	We have a process for working, one that allows us to be agile and leverage our qualities for success. Our team habitually follow the TSL way of working whilst driving continuous improvement
Be the Groundbreaker	Our people are pioneers, originators, innovators and assertive in driving change. We refuse to settle for 'good enough' and push for "great" every time
Client Obsessed	We put the client at the forefront of every decision. We actively listen and tailor our actions to their needs delivering exceptional value in all facets of our relationship
Action Biased	We have a culture of taking initiative and making informed decisions promptly. We are highly adaptable; value innovation and encourage learning through hands on experience
People Centric	We create collaborative, inclusive environments solving hard problems together. We value open, honest communication and build relationships through face-to-face interfaces.

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.0 The Code

3.1 Health, Safety and Wellbeing

At our core, we prioritise the wellbeing of our employees and those impacted by our work environments. We are committed to cultivating a work culture fostering health, safety, and wellbeing. We aim to set the industry standard for health and safety performance, consistently striving for measurable progress towards our ultimate objective of an injury-free environment. We actively promote and disseminate effective personal safety practices and accident prevention strategies to our supply chain and the wider industry, contributing to a safer and more secure working environment for all.

Supplier Requirements

- You work with TSL Group parties and other suppliers to ensure a healthy and safe working environment in compliance with all applicable laws.
- You report to TSL all health and safety incidents and events related to our project sites and in our workplaces.
- You recognise and encourage your employees' right and obligation to stop unsafe work.
- You ensure that employees and others in your supply chain are adequately trained and provided with the proper equipment to safely carry out work.
- You and your suppliers work in accordance with the Health, Safety and Wellbeing Contractor Standard.

Relevant Policies

- Health and Safety

3.2 Employment and Inclusion


We embrace and celebrate the uniqueness of every individual, recognising the power of diversity. Our core values centre around valuing one another and upholding the right for every employee to experience a fair and inclusive working environment that fosters pride and allows them to bring their authentic selves to work. We hold the expectation that all individuals collaborating with us will actively contribute to a culture that supports diversity and actively works towards cultivating inclusivity. Together, we strive to embed a culture that benefits everyone involved.

Supplier Requirements

- You offer the same welcome to all employees and business partners regardless of protected characteristics.
- You treat everyone with dignity and respect.
- You ensure that working conditions, hours, wages, and benefits comply with applicable national and local laws and relevant ILO conventions.
- You recognise and respect employees right to freedom of association and collective bargaining, where permissible by law.
- You recognise the special needs of employees under the age of 18 and your duty of care towards them.
- You recognise that working hours should comply with applicable laws and regulations, including limits on overtime, and employees should be granted sufficient rest periods.

Relevant Policies

- Equal Opportunities

		Supplier Code of Conduct		No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.3 Tax

We recognise that paying taxes is both a legal obligation and a fundamental aspect of contributing to the wellbeing of society.

We expect our suppliers to not participate in and avoid all forms of tax evasion, fraudulent practices, or aggressive tax planning strategies that may compromise the integrity of the tax system.

By promoting strong standards on taxes, we demonstrate our commitment to ethical business conduct, fostering trust amongst our stakeholders / clients, and importantly ensure our contribution to sustainable economic development.

Supplier Requirements

- You apply a zero-tolerance policy with respect to any criminal facilitation, including tax evasion, and never accept being complicit in facilitating a third party to evade taxes in any jurisdiction.
- You comply with all tax laws and regulations in the jurisdictions in which they operate.
- You act carefully to prevent TSL from being involved, used in, or facilitating tax evasion or other criminal activities.
- You have reasonable procedures in place to prevent the facilitation of tax evasion.
- You recognise and monitor potential warning signals that could help detect unusual or suspicious activity.

Relevant Policies

- Tax Strategy, Best Practice & Compliance (see regional and group policies)

3.4 Trade Compliance and Sanctions


Sanctions and trade restrictions are put in place by recognised authorities, including the United Nations, United Kingdom, and Office of Foreign Assets Control (OFAC) of the US Department Treasury.

Sanctions are designed to prevent or limit trade with certain countries and / or their nationals, the aim of which is to further various foreign policy and national security objectives. Sanctions can take various forms, including financial sanctions, asset freezes, travel bans and export / import bans.

Compliance with trade laws will ensure TSL avoids penalties, fines, reputational damage, and legal consequences that may arise from non-compliance. Furthermore, will ensure TSL avoids issues such as facilitating terrorism, human rights violations, or geopolitical conflicts.

Supplier Requirements

- You respect and observe that TSL is vigilant in watching for external parties who may be on a sanctions list or may have a related company in a country subject to sanctions.
- You report to TSL if you have questions or concerns regarding sanctions laws and regulations.
- You must inform TSL if:
 - (a) the supplier itself, its immediate owner or ultimate beneficial owner, any director, or representative of the supplier, is (or becomes) subject to international trade sanctions or restrictions, or
 - (b) the supplier becomes subject to a sanctions compliance investigation, or
 - (c) the supplier is (or becomes aware) any of the products, software, or technology it supplies to TSL is subject to export controls or export license requirements.

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
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3.5 Data Privacy

We are committed to upholding the confidentiality, integrity, and security of personal and sensitive information entrusted to us by a party.

We recognise that data privacy is not only a legal and regulatory obligation but also a fundamental ethical responsibility. We comply with all laws that govern the collections, use and protection of personal information in connection with our business.

Supplier Requirements

- You respect each person's / party's privacy and right to privacy. Including the right to review, update and correct information.
- You only collect and handle personal information of colleagues, business partners and associated family or next of kin when needed for legitimate business purposes.
- You only share personal data with others when it is lawful and necessary to do so. You ensure that those receiving personal data, or processing it, understand the importance of privacy and data protection.

Relevant Policies

- Data Protection
- Privacy

3.6 Communications

Supply chain partners are expected to collaborate effectively with TSL and other project team members. This includes regular communication, coordination, and sharing of relevant information.

By fostering open and transparent communication, together we can create a harmonious working environment and ensure the successful, high quality, execution of TSL's projects.

Additionally, TSL expects its supply chain to respect the privacy of its projects and clients.

Supplier Requirements

- Any external marketing, promotions, graphics, or communications must be signed off by TSL. This includes any photography, imagery or narrative to be posted on any form of social media by suppliers or their employees.
- You must not infringe TSL's or any third party's intellectual property rights.
- You shall comply with all applicable laws and international treaties on intellectual property rights.
- You must be open and honest in communication sharing information in a timely and accurate way so as not to misinform or mislead.
- You always obtain approval, whatever the medium, before engaging with media, regulators, government agencies or other third parties.

Relevant Policies

- Social Media

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.7 Hospitality and Gifts

We are committed to maintaining the highest standards of ethical conduct in all aspects of our business relationships. Consequently, we strictly prohibit the solicitation, acceptance, offer, authorisation, or provision of hospitality or gifts that could inappropriately influence, or give the appearance of influencing, our business decisions, or the decisions of our customers and associates.

Supplier Requirements

- You do not offer or accept hospitality or gifts that may improperly influence – or create the appearance of improperly influencing – your business decisions or those of TSL, our customers or others.
- You respect and observe the hospitality and gifts policy of TSL group partner companies.
- If an employee requests any type of hospitality, gift, or personal service for free or at less than fair market value, you report it to TSL.
- Any TSL supplier event must not place a TSL employee in a situation which might influence or appear to influence an employee's decision to the supplier.
- You must not offer or accept gifts or hospitality during tender negotiations or contract negotiations.

3.8 Corruption and Bribery

TSL is committed to conducting business with the utmost integrity and strictly prohibits any form of corruption and bribery. We foster a culture of transparency, fairness, and trust, upholding the principles of integrity and responsible business conduct in all our dealings.

We expect our suppliers to share this commitment and adhere to the highest ethical standards in all their interactions with us and others. Suppliers must not engage in any corrupt activities, including but not limited to offering, soliciting, or accepting bribes, kickbacks, or any other improper inducements.


We require suppliers to implement robust anti-corruption measures, including internal controls, due diligence processes, and employee training, to prevent and detect any potential instances of corruption or bribery.

Supplier Requirements

- You must comply with appropriate laws for the country in which you are operating.
- You must not offer, promise, give or accept any bribes or make inappropriate payments to obtain new business or secure any other inappropriate leverage.
- You do not offer or make facilitation payments, nor do you permit others to offer or make such payments on your behalf.
- You ensure all reports, records and invoices are complete and accurate and not false or misleading.
- You shall take all appropriate steps to ensure the prohibition of any corrupt or fraudulent tax practices or money laundering activities.

Relevant Policies

- Anti-Corruption and Bribery

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.9 Environment Protection

We recognise the critical role of environmental stewardship in conducting responsible business operations.

As such, we hold our suppliers to the highest standards of environmental responsibility. We expect our suppliers to actively prioritise and implement sustainable practices that minimise environmental impact, conserve natural resources, and promote recovering and resilient ecological systems.

Supplier Requirements

- You shall comply with all applicable environmental laws and regulations.
- You shall comply with project and activity specific environmental documentation. This includes but is not exclusive to environmental management plans, emergency response plans, waste and resource plans and the conditions of any planning or permit / licence requirements.
- You shall obtain, where necessary, your own permits and licences for operations.
- You shall actively look to avoid, reduce, and mitigate the impacts of your activities. TSL expects suppliers to operate to an environment management system and prefers the system to be certified to an industry standard.
- You and your suppliers work in accordance with the Environment Contractor Standard.

Relevant Policies

- Environment & Sustainability

3.10 Sustainability

We aim to improve the lives of people around the world today without compromising the ability of future generations to meet their own needs. Sustainability is the 'DNA' of all TSL activities. Our Sustainability Strategy "Build Beyond" details our commitment to and ambitions for the environment and society. We will partner with those that share our commitment to sustainability and will foster a workplace environment that values the "sustainable solution" more than other solutions.

Supplier Requirements

- You source goods and services responsibly and in line with TSL project requirements. You retain evidence of the sourcing of goods and services providing it upon TSL's request.
- You align activities with the commitments and objectives of our sustainability strategy. Collaborating and communicating with TSL to meet the challenges of forward, sustainable, progress.
- You respect society and the needs of communities and businesses and are willing to partner with TSL's select charities and non-profit organisations where reasonable to do so.
- You recognise the climate emergency and can demonstrate progress in reducing emissions.
- You report sustainability data in a timely and accurate manner.

Relevant Policies

- Environment & Sustainability
- Social Value

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
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3.11 Fair Competition

We believe fair competition benefits TSL, our stakeholders and society as it drives efficiency and innovation, which are the basis of a well-functioning market economy.

We are committed to fair competition and do not tolerate any violation of antitrust laws, competition laws or related regulations.

Supplier Requirements

- You must practice and promote fair competition.
- You do not participate in any form of cartel practices with competitions such as dividing, allocating markets or customers with price fixing.
- You do not participate in bid rigging by way of bid suppression complementary or cover bidding, bid rotation or other mechanisms that limit fair competition in tender situations.
- You immediately inform TSL of any concerns or evidence of parties not working to fair competition requirements of this code.

Relevant Policies

- Anti-Corruption & Bribery
- Speak Out

3.12 Conflict of Interest

We have a collective responsibility to make decisions that prioritise the best interests of our employer or associated parties, while avoiding any personal gain.

Conflicts of interest may arise from various sources, including hospitality, gifts, charitable contributions, political donations, sponsorships, and close personal relationships.


We are committed to operating in a manner that actively prevents conflicts of interest, and we expect the same level of dedication from our supply chain partners.

Supplier Requirements

- You shall avoid any interaction with TSL employees that may conflict, or appear to conflict, with that employee's duty to act in the best interests of TSL.
- You shall immediately notify TSL of any situations where you have become aware of an actual or perceived conflict of interest with your work.
- You should plan your activities in a way that ensures a fair and balanced approach. You shall consider where conflicts of interest may arise and ensure controls and protocols are in place to prevent the conflict.

Relevant Policies

- Speak Out

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.13 Protection of Property

We safeguard and protect our assets from damage, theft, loss, and misuse, as they are essential to our business.

Assets are either tangible or intangible. Examples of tangible assets are raw materials, money, products, machines and equipment, computers, and real estate.

Examples of intangible assets are our brand, patents, trademarks, knowhow, trade secrets and copyrights.

Supplier Requirements

- You respect the assets of TSL and our stakeholders.
- You only use assets belonging to TSL and others as and when appropriately authorised.
- You do not tolerate theft of assets.
- You do not use the intangible assets of TSL without prior permission from TSL.
- You immediately report any concerns, events, or impacts on TSL property.

3.14 Confidentiality


We protect confidential information including technical information about products or processes, customer lists, pricing, marketing, or bidding strategies, non-public financial reports, and business critical activities.

We take all reasonable measures to prevent confidential information being disclosed to any person.

We expect our suppliers to understand the site / activity rules when working on behalf of TSL which may include restrictions as imposed by an NDA.

Supplier Requirements

- You ensure the protection of confidential information entrusted to you by TSL, our customers and others.
- You do not act on confidential information received in error, whether it has come from TSL, our customers or others. You contact the sender and disclose the situation to TSL.
- You champion confidentiality and support others to do the same.
- You work in accordance with any applicable Non-Disclosure Agreement (NDA).

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.15 Community Rights

It is important to TSL that the business and its supply chain respect community rights.

A strong, mutually beneficial, relationship with the communities in which we work will ensure the success of TSL's current and future activities.

It's particularly important that the TSL supply chain evaluates community rights before acting, as many parties will work across the globe and will need to understand the changing community traditions and values.

Supplier Requirements

- You shall respect community rights, such as access to land, land usage rights and the right to a safe environment, in all operations.
- You shall respect indigenous people and their rights. Respect for cultural heritage is important and includes recognising land rights, traditional knowledge, and customary practices.
- You must assess, anticipate, and avoid negative impacts on local communities wherever possible, with an emphasis on vulnerable groups such as children, ethnic minorities, and indigenous people.
- Any events affecting community relations that could create an adverse media reaction must be brought to the attention of TSL immediately.
- You are encouraged to support the social and economic development of communities such as sourcing local labour and working with local businesses.

3.16 Human Rights

TSL does not tolerate human rights violations and supports the relevant national laws and the applicable provisions of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, the International Covenant on Economic and Social Rights as well as the principles concerning fundamental rights in the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work.


TSL requires all its Suppliers to treat their workers with trust, dignity, respect, fairness, and equity.

Supplier Requirements

- The use of child labour is strictly prohibited. You shall not use workers under the age of 15 or under the local legal minimum age for work or mandatory school age – whichever is higher.
- No young worker shall do work that is mentally, physically, socially, or morally dangerous or harmful, or do work that interferes with their schooling by depriving them of the opportunity to attend school.
- You shall under no circumstances use forced labour (including trafficked, indentured, or bonded labour) or contract with subcontractors or suppliers using child labour or forced labour. Mental and physical coercion, slavery and human trafficking is unlawful.
- You must treat employees with dignity, respect, and fairness, fostering a work environment free from harassment, abuse, or any form of inhumane treatment.

Relevant Policies

- Human Rights
- Equal Opportunities

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
Document Type: Information	Company: TSL	Document Owner: Head of ESG	Document Approver: Group Chief of Staff	Document Classification: Public

3.17 Respect

TSL, with an expanding global footprint, recognises the strength of the Group is based upon leveraging the diversity and healthy cultural tapestry across the organisation. Respect for others is a key value TSL embraces.


As such, any supplier is expected to respect internationally recognised human rights, including those set out in the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the principles set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the UK Human Rights Act 1998, and European Convention on Human Rights.

Supplier Requirements

- You shall treat all employees with dignity and respect and shall ensure that no worker is subject to any physical, sexual, psychological, or verbal harassment, abuse, or other form of intimidation.
- You shall provide employees with the appropriate means to raise their concerns about any of the compliance requirements outlined in this Code of Conduct, and any employee who makes such a report in good faith shall be protected from retaliation.
- You shall respect all employees' right to freely associate themselves with any organisation that complies with the appropriate laws and regulations. Employees shall not be intimidated or harassed in the exercise of their legal right (and human rights) to join or refrain from joining any organisation.

Relevant Policies

- Human Rights
- Equal Opportunities

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
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4.0 Supplier Approval

All supply chain partners will require approval (screening and onboarding) before TSL can enter into contract with the party. The approval process includes a check on the supplier's acceptance to working in accordance with "The Code".

TSL will review the contents of the application and any submitted evidence, as well as conduct due diligence checks on the party prior to confirming approval. TSL adopts a pragmatic approach to onboarding and should the supplier not meet part of the compliance requirements, TSL may look to provide support or guidance to the party to assist finding a reasonable solution. TSL assessors reserve the right to go back to the supplier to request more information.

Once approved all suppliers are required to submit updated compliance information either when requested ad-hoc to requirements or during an annual supplier performance review. It is also the responsibility of the supplier to notify TSL if any compliance information held on file is no longer valid or requires updating.

5.0 Supplier Monitoring


The supplier shall regularly monitor its compliance with "The Code" and shall, upon request, provide TSL access to all relevant information and documents as evidence to validate compliance. Should TSL have a reason to believe a supplier may be in breach of "The Code", it may itself or through a third-party conduct an investigation.

Should the supplier have, in the reasonable opinion of TSL, materially violated "The Code", TSL is entitled to.

- Issue a performance notice outlining the action required of the supplier to correct its violation.
- Terminate the business relationship with the supplier with immediate effect. This includes on any project, operation, or country the supplier operates on behalf of TSL.

If the supplier becomes aware of a breach of any of the requirements of "The Code" by its own employees or TSL employees, the supplier must inform TSL as soon as possible.

If the supplier is unable to discuss the matter with the TSL project or commercial team, reports can be sent to a key contact or made via the TSL ethics email line (as communicated in section 6.0).

	Supplier Code of Conduct			No.: TSL-ESG-GEN-INF-006
				Version: 02
				Date: 16/01/2025
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6.0 Key Contacts & Reporting

TSL operates an escalations line for ethics reporting that any individual (internal and external) or party can use to escalate concerns of “Code” non-compliance. All escalations made in “good faith” will be reviewed and there will be no retaliation to the party that makes the escalation.

Escalations can be made via “ethicsreporting@tslprojects.com”

7.0 Declaration

By agreeing to work with TSL the supplier confirms that it, and its affiliates, comply with the Code of Conduct. An “affiliate” in this Code refers to a company that is controlled by the supplier, controls the supplier or is under common control with the supplier. The supplier shall ensure that its suppliers, sub-contractors, consultants, and partners comply with the principles contained in this code of conduct.