

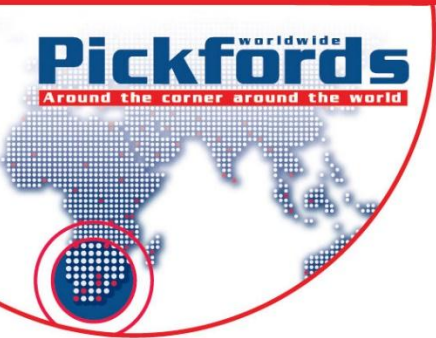


Pickfords worldwide
Around the corner around the world

Supplier Code of Conduct



Supplier Code of Conduct



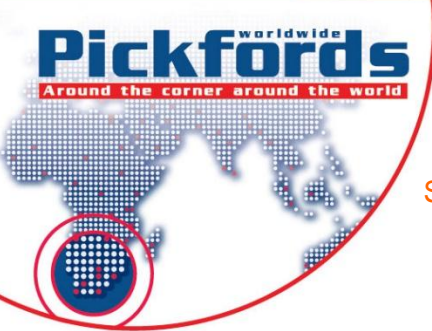
At Pickfords Removals, we view our suppliers as partners: intrinsic to our ability to deliver the highest quality services and succeed in our commitment to customer satisfaction. As our partner, we expect you to fully embrace the ethical code that we do business by.

Together with our suppliers we can make full use of the opportunities sustainable development offers. We expect our suppliers as well as their suppliers and subcontractors to fully comply with applicable laws and adhere to internationally recognised environmental, social and corporate governance standards.

Together we can combine economic success, social responsibility and environmental protection in our business operations and create a sustainable future for generations to come.

This Supplier Code of Conduct is inspired by the United Nations Global Compact of which we are an active member. We encourage our suppliers to embrace this commitment themselves. As our supplier, we particularly expect you to embrace the following standards, based on four areas of the 10 principals of the UN Global Compact.

Supplier Code of Conduct



Human Rights

Support the protection of internationally proclaimed human rights, including minimum wage and working hours

Eliminate forced labour, child labour and discrimination in the workplace

Environment

Comply with all applicable environmental regulations

Promote the safe and environmentally sound development, manufacture, transport, use and disposal of your products

Protect your employees' and neighbours' health, as well as the general public at large against hazards inherent in your processes and products

Use resources efficiently, apply energy efficient, environmentally friendly technologies and reduce waste, as well as emissions in air, water and soil

Minimise impact on biodiversity, climate change and water scarcity



Anti-Corruption

Abide by all applicable national and international legislation

Work against corruption including bribery and extortion in all forms

Labour

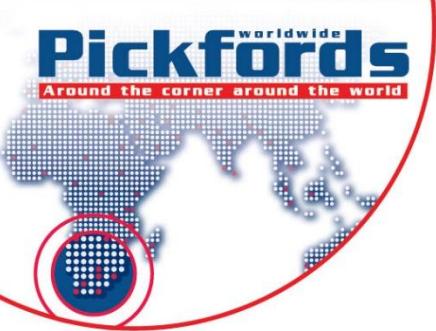
Comply with all applicable health and safety regulations

Uphold the freedom of association and the right to collective bargaining

As a minimum, potable drinking water, adequate sanitation, fire exits, essential safety equipment, access to emergency medical care and appropriately lit and equipped work stations must be provided



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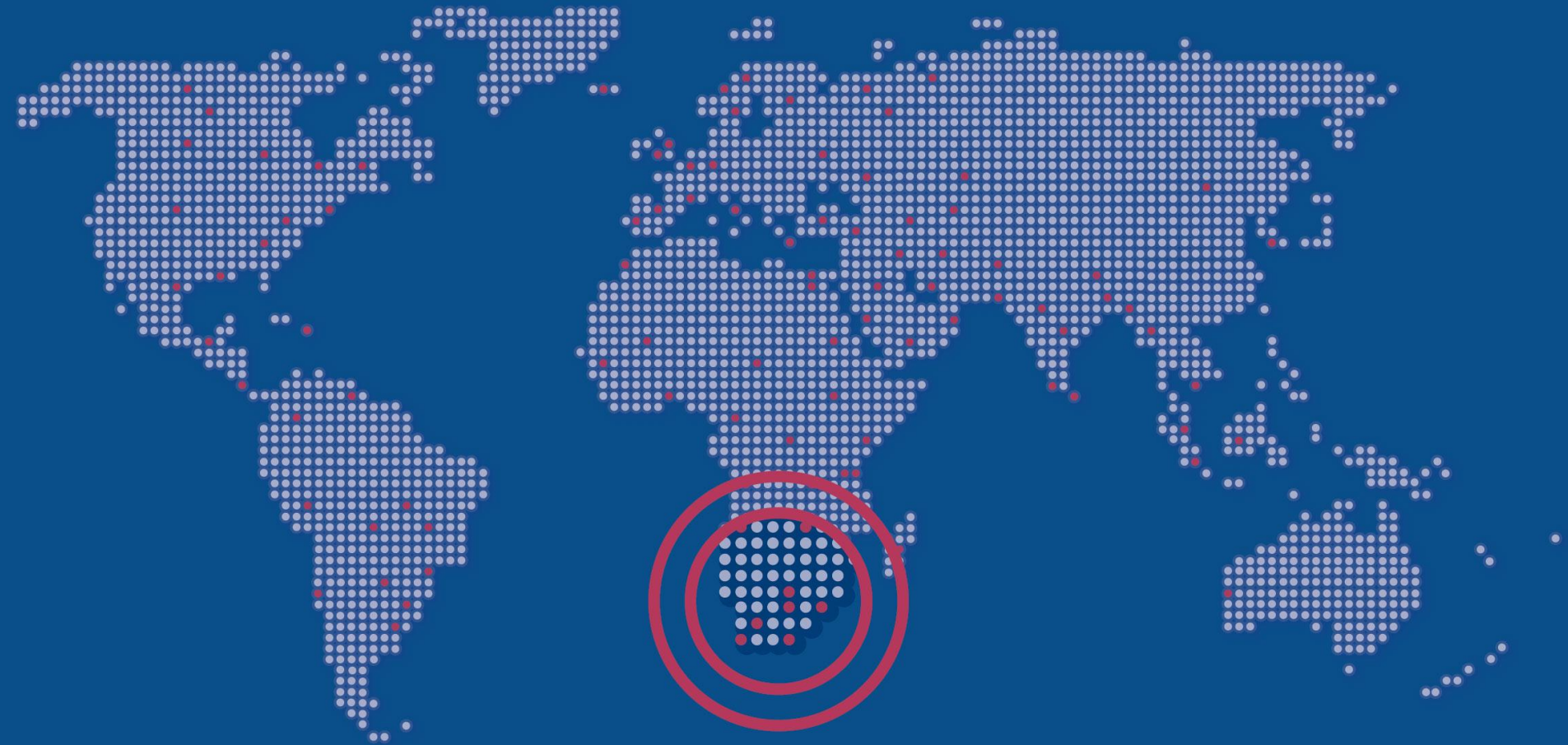


Our relationship with you is based on mutual trust and respect.

However, we may ask you to verify your compliance with these standards and to take corrective action if there is a reason for concern. Verification could take the form of a self-assessment questionnaire with supporting evidence, third-party assessments, certifications and/or statements confirming your compliance, and/or an on-site audit by us or a third party.

We reserve the right to terminate an agreement with any supplier who does not comply with the Code.





Thank you for your commitment to the
Pickfords Supplier Code of Conduct.