

Supplier Code of Conduct

Introduction

As a certified B Corporation ("B Corp"), Switchfoot Accounting Limited is committed to the highest standards of social and environmental responsibility, ethics, and sustainability. We strive to work with suppliers who share our values and commitment to creating positive impacts for all stakeholders. This Supplier Code of Conduct ("Code") outlines the principles and expectations we hold for all our suppliers.

Scope

This Code applies to all suppliers, vendors, contractors, and service providers who provide goods or services to Switchfoot Accounting Limited (collectively referred to as "Suppliers"). By working with us, Suppliers agree to uphold the principles set forth in this Code and ensure their own supply chains align with these expectations.

1. Ethical Business Practices

1.1 Legal Compliance

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards.

1.2 Anti-Corruption

Suppliers shall not engage in bribery, corruption, extortion, or embezzlement in any form. All business dealings must be conducted transparently and ethically.

1.3 Fair Competition

Suppliers must avoid anti-competitive practices and conduct their business in a manner that supports fair competition.

1.4 Tax Compliance

Suppliers are expected to pay their fair share of tax. This means that they are committed to paying the right amount of corporation tax and other taxes at the right time and in the right place.

2. Labour and Human Rights

2.1 Fair Employment Practices

Suppliers must respect the rights of workers and adhere to international labour standards, including the Universal Declaration of Human Rights and the International Labour Organization (ILO) standards.

2.2 No Forced or Child Labour

Suppliers shall not engage in or benefit from forced labour, bonded labour, or child labour. Workers must be employed voluntarily and of legal working age.

2.3 Non-Discrimination

Suppliers must ensure a workplace free from discrimination based on race, ethnicity, gender, sexual orientation, religion, disability, age, or any other characteristic protected by law.

2.4 Wages and Benefits

Suppliers must provide workers with fair wages and benefits that comply with legal requirements, including those for minimum wage, overtime, and legally mandated benefits.

2.5 Health and Safety

Suppliers must provide a safe and healthy working environment and implement effective health and safety management practices.

3. Environmental Stewardship

3.1 Compliance with Environmental Laws

Suppliers must comply with all applicable environmental laws, regulations, and standards.

3.2 Resource Efficiency

Suppliers must strive to reduce waste, energy consumption, and water use. They should actively seek ways to minimize their environmental impact.

3.3 Climate Action

Suppliers are encouraged to measure and reduce their greenhouse gas emissions and support efforts to combat climate change.

4. Social Responsibility

4.1 Community Engagement

Suppliers are encouraged to engage positively with local communities and contribute to their development.

4.2 Diversity and Inclusion

Suppliers should promote diversity, equity, and inclusion within their operations and supply chains.

4.3 Ethical Sourcing

Suppliers must ensure the materials and products they provide are sourced responsibly and do not contribute to harm in supply chains, such as deforestation, conflict, or human rights abuses.

5. Compliance and Monitoring

5.1 Documentation

Suppliers must maintain documentation demonstrating compliance with this Code and provide it to Switchfoot Accounting Limited upon request.

5.3 Reporting Violations

Suppliers must promptly report any actual or suspected violations of this Code to Switchfoot Accounting Limited. Confidential reporting channels will be made available.

6. Continuous Improvement

6.1 Commitment to Progress

Suppliers are encouraged to set goals for improving their social, environmental, and ethical practices and work collaboratively with Switchfoot Accounting Limited to achieve them.

Acknowledgment

By entering into a business relationship with Switchfoot Accounting Limited Suppliers confirm their understanding of and commitment to adhering to this Supplier Code of Conduct.

For questions or further clarification, please contact Rebecca Trudgett.