

DIPLOMA PLC

Diploma PLC Supplier Code



Delivering Value Responsibly



October 2021

Our Supplier Code

As a distributor, our supply chain is critical to our success and we value the long-term, quality relationships that we build with you. Strong partnerships help us to create value for our businesses and our customers. You are important in helping us to fulfil our purpose of consistently delivering value and we hope too that we play a part in helping you to achieve your purpose.

Whilst consistently delivering value, we seek to do so in a responsible way. We want our supply chain to be ethical, resilient and underpin the value we deliver to our customers. We hope that you have similar aims and that by working together we can achieve our collective social and environmental goals. Our values are continuous improvement, accountability, and respect, please help us uphold our values and we will do the same for you.

Social standards

We ask you to commit to conducting your business with high ethical, professional and legal standards, this aligns with our value of respect. We take positive steps to continuously improve social standards for our colleagues and communities and we ask you to consider opportunities for continuous improvement in your business too. There are some things which are baseline standards for us, and we are sure they are for you too:

- Complying with or exceeding local legislative requirements, regulations and codes of practice regarding human rights, labour laws and workers' rights, as well as applicable international requirements.
- Complying with all applicable anti-bribery and corruption laws.
- Conducting business in compliance with all international trade laws and sanctions. Do not directly or indirectly provide our Company materials or services from a country, person or entity that would be in breach of any trade sanction, trade embargo, export control or other trade restriction.
- The products and services that you supply us with must comply with applicable legislative and regulatory requirements. For products, this standard applies not just to the country of origin (where the product was sourced or produced), but also to the countries of destination and all applicable international trade laws and sanctions. It covers all the characteristics of the products as well as export and import controls.

As part of our value of continuous improvement, we seek to follow good governance practices and we would ask you to do the same to give us confidence in our joint ability to meet these standards. We understand that occasionally things happen which take us by surprise. Please report to us at the earliest opportunity any violations of these standards or breach of any applicable law that involves or impacts our Company, including misconduct of employees of our Company.

Environmental ambitions

We are taking steps to reduce our environmental impact. Our vision is to be part of a growing business with a shrinking environmental footprint and we recognise that collaboration with our suppliers is vital to achieving our goal. We hope that you also have positive environmental ambitions and that we can work together.

We believe that every effort counts – from digital invoicing to sustainable sourcing of raw materials, sustainable products and efficient use of water and energy.

Waste is a key focus for us, specifically reducing our total waste and diverting waste from landfill. Packaging is an area where our suppliers can play a key role in helping us to achieve our objectives – whether through biodegradable or recyclable packaging, minimising packaging bulk or weight, eliminating unnecessary packaging, or offering reuse or recycling services.

We would like to ask for your support on reducing waste as an area of focus, specifically reducing our total waste and diverting waste from landfill. Let's also work together on packaging solutions, whether through biodegradable or recyclable packaging, minimising packaging bulk or weight, eliminating unnecessary packaging, or offering reuse or recycling services.

It would be great to identify some environmental impact reductions we have made by focussing together on these ambitions.

We thank you for partnering with us and we look forward to continuing to create value for our businesses and our customers consistently and in a responsible way.