

January 2025

Supplier Code of Conduct



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Welcome

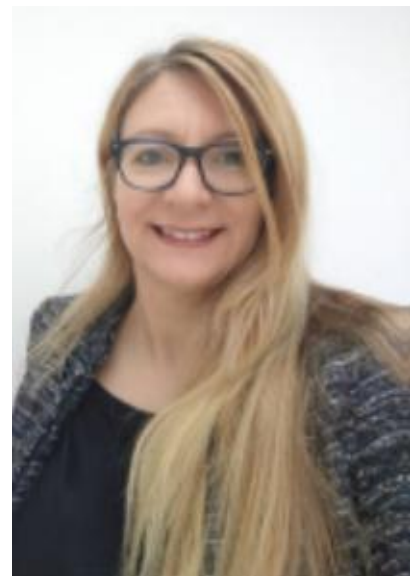
Supplier Code of Conduct

As a supplier you play an important part in helping us to keep the energy flowing.

Our relationship with you is crucial for delivering our business plan and driving our business forward. This Supplier Code of Conduct outlines our expectations for how our suppliers and their supply chain partners should act when providing goods or services. We expect all suppliers to adhere to the highest ethical standards and comply with all relevant laws, regulations, and licenses.

If you have any questions as to the intent of this document or its content, then please get in touch at

procurementservices@cadentgas.com



Victoria Hinchliffe

Director of Procurement

Health, Safety and Wellbeing

Health, safety, and wellbeing are core values at Cadent.

Suppliers must comply with relevant legislation, continuously improve their health and safety management systems, and promote a safe working environment. Cadents Safe+Well Framework provides a structure for achieving excellence in health, safety, and wellbeing.



Data Protection

Suppliers must adhere to Cadents data protection standards and relevant UK legislation. This includes ensuring the security and confidentiality of personal data and reporting any data breaches promptly. Suppliers should follow data privacy principles such as purpose limitation, lawfulness, fairness, transparency, data minimization, accuracy, integrity, confidentiality, and accountability.

You must report any data breach, potential data breach, or concerns regarding personal data related to us to dataprotection@cadentgas.com and the Cadent Contract manager.

Where you are a data processor you must pass any subject access requests (SAR) made relating to your work for Cadent immediately using the contact details below, giving the date you

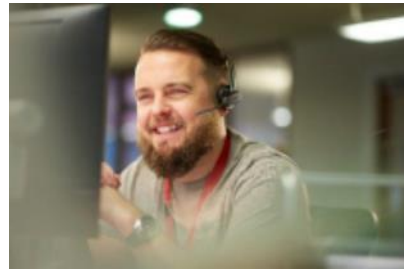
received the request.

For customer requests:
wecare@cadentgas.com

For employee requests:
mypeopleservices@cadentgas.com

Please note a SAR can be made by customers or employees verbally or in writing.

If you have any queries, you can contact dataprotection@cadentgas.com



Protecting the Environment

We are committed to sustainability and expect suppliers to support our environmental policy objectives. Suppliers must comply with legal requirements, have an environmental management system, and collaborate with us to achieve the UN Sustainability Goals. Suppliers should set targets for waste management, energy consumption, and reduction of single-use plastics.

Our Ethical Culture and Responsibilities

Cadent is committed to conducting business with integrity, honesty, and ethical behavior. Suppliers are expected to uphold these standards, promote an inclusive culture, and address any unethical behavior promptly. This includes embracing Cadents commitment to being an equitable and diverse employer and supporting the creation of an inclusive culture for all employees and partners.

Fraud, Bribery, Corruption, and facilitation of tax evasion

Cadent have a zero-tolerance approach to fraud, bribery, corrupt practices, and tax evasion. Suppliers must have programs to prevent and detect these activities and comply with all applicable laws, including the UK Bribery Act 2010. If you find any such practices, report them using the provided contact details.

If you find that fraud, bribery, tax evasion or any other potentially corrupt practice has taken place, and this relates to work done on our behalf or otherwise relates to our business, you should contact us using the details below:

Internal - 0800 376 0113
businessconduct@cadentgas.com

External - 0800 988 9094
report@seehearspeakup.co.uk

Our people and our partners are expected to embrace our values:



We work together



We drive performance



We take responsibility



We shape the future

Entertainment, Hospitality, Gifts, and Cash Rewards

Suppliers must adhere to our rules on business rewards, such as gifts, meals, hospitality, and entertainment. Avoid offering gifts or hospitality to our employees to prevent conflicts of interest. Our employees are prohibited from accepting cash or cash equivalents and participating in activities that could affect their judgment.



Resilience and Business Continuity

Suppliers must have business continuity arrangements to ensure service provision during disruptions. These arrangements should consider people, premises, processes, and providers. More details will be provided through the procurement process and individual contracts.

Security and Cyber Security

We require suppliers to demonstrate a commitment to security and have appropriate policies and procedures in place. Suppliers must ensure cyber security controls are in place to prevent unauthorized access, damage, or interference with our information assets. Report any cyber security incidents immediately.

Human Rights and Prevention of Slavery and Human Trafficking

Suppliers must respect their employees and provide a safe workplace free from harm, intimidation, and discrimination. Suppliers should adhere to the Ethical Trade Initiative Base Code, UN Global Compact Principles, and local employment legislation. We promote equal opportunities and expect suppliers to do the same. Organisations meeting certain criteria are strongly encouraged to publish their statements on the UK Government's [Modern Slavery Statement Registry](#). We have published our statement here and encourage our suppliers to do the same.

Conflict Minerals

We are committed to avoiding the use of conflict minerals. Suppliers must have policies and controls to prevent the use of materials sourced unethically. If conflict minerals are present in products supplied to us, suppliers must document and provide evidence of their origin.

The term "conflict minerals" refers to certain identified minerals:

- columbite-tantalite
- cassiterite, wolframite
- gold ores

which are respectively refined into:

- tantalum
- tin
- tungsten
- gold

Community and Supplier Diversity

Suppliers should positively impact their local communities and prioritize internal diversity and inclusion activities. We aim to provide equal opportunities for small, local, and diverse businesses in our procurement processes. We are committed to the [Disability Confident standard](#) and Business in the Community's [Race at Work Charter](#) and we actively encourage our suppliers to commit to these as well.

Monitoring and Reporting

Suppliers must evaluate their activities to ensure compliance with this code of conduct. They should have processes to remedy any breaches, non-compliance, or problems identified through audits, reviews, or inspections.

Subcontracting and Supply Chain

Where you are allowed under the terms of your contract with us to subcontract work or services to third parties, we expect those third parties to be informed of the provisions of this Supplier Code of Conduct and to adhere to its provisions. The same shall apply to any third parties supplying goods to your organisation in relation to your contract with us.

Cadent

Your Gas Network

If you have any questions as to the intent of this document or its content, then please get in touch at

procurementservices@cadentgas.com

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