

# CODE OF CONDUCT

Working with our subcontractors,  
suppliers and partners.

<b>CONTENTS</b>	<b>PAGE</b>
1. Introduction	....1
2. Law & Regulations	....1
3. Human Rights	....2
4. Quality	....2
5. Health & Safety	....3
6. Freedom of Association	....3
7. Environment	....3
8. Bribery & Corruption	....4
9. Data Protection	....4
10. Equality	....4

## 1. Introduction

Our code of conduct sets out what we value as a company. These principals define who we are, how we work and what we stand for. They also tell us what we expect of ourselves and all who work with us.

Makers Construction is synonymous with quality and innovation and with its dedicated long serving workforce offers turnkey solutions to all our clients in areas of structural refurbishment.

We are Client focused, applying our core values to projects and Clients alike in our capacity of Principle Contractor or Specialist Subcontractor.

Our Core Values are:

- Honesty
- Excellence
- Client Satisfaction
- Loyalty
- Innovation

Operating with integrity governs our approach and therefore our aspiration to be recognised by our stakeholders as an organisation which is a responsible company in all our relationships.

It is essential that our procurement and supply chain is managed responsibly and in a way that is aligned to the business values of Makers Construction Limited. We expect our subcontractors, suppliers and partners to share our commitments and approach and we state below guidelines that we require of all our subcontractors, suppliers and partners.

We appreciate that many of you who work with us have developed your own principles to guide you in the workplace, so we do not ask you to replace those with ours. However, we do ask that you respect our Code of Conduct and understand that we have made a fundamental commitment to work with those whose standards are consistent with our own.

By collaborative working we believe we can jointly have a positive impact on society.

## 2. Laws and Regulations

Subcontractors, suppliers and partners will comply with all applicable local and national laws, rules, regulations and requirements in the provision of products and services manufactured and provided to Makers Construction. This includes compliance with the International Labour Organisation (ILO) Core Conventions. It is the supplier's responsibility to maintain and enforce these standards within its own supply chain.

## 3. Human Rights

Subcontractors, suppliers and partners will comply with the principles set out in the:

- United Nations Universal Declaration of Human Rights and UN Global Compact initiative.
- The International Labour Organisation's standards regarding Child Labour and minimum age.
- The Ethical Trading Initiative (ETI) Base Code
- The principles of the Modern Slavery Act 2015
- National legal requirements regarding wages, working hours and the right to work.

We expect Subcontractors, suppliers and partners to pay workers fairly without unlawful or unethical deduction of wages. We expect that employees, agency workers or independent contractors engaged by them or their supply chain ("workers") are paid fairly and in accordance with legal requirements regarding wages and working hours and, where applicable, agreed contractor rates without unlawful deduction.

## 4. Quality

Makers Construction Ltd Integrated Management System is accredited to the standards ISO9001:2015 the international Quality Standard, ISO 45001:2018, the international Health & Safety Standard, and ISO14001:2015, the international Environmental Standard. All our projects are executed under the accredited IMS regardless of size, complexity, nature or value.

In order to achieve this, we expect suppliers, subcontractors and partners to be aware of how they contribute to that overall delivery, and to work collaboratively with Makers Construction and other suppliers to manage mutual dependencies and ensure that their product or service is used effectively in the delivery of a high-quality service.

All members of Makers Construction supply chain must agree to comply with the Makers Construction Quality Policy and operate and embrace the ethos of continual improvement. All our business activities are regularly monitored and assessed to embrace this ethos and to ensure compliance with the above ISO standards our supply chain network will be assessed accordingly.

## 5. Health & Safety

All suppliers must comply with relevant health and safety legislation and comply with standards and codes specific to their industry. We also require suppliers to adhere to our Health and Safety Policy Statement.

Makers Construction are accredited to ISO 9001, 14001 & 45001 and is committed to creating and maintaining a positive Health & Safety culture embraced by all suppliers, subcontractors and partners. Suppliers, subcontractors and partners are required to work actively to prevent workplace accidents and create a healthy and safe work environment. The aim is zero accidents. The health and safety performance of suppliers and subcontractors will represent a key criterion used in the selection process.

Suppliers, subcontractors and partners must ensure that all work is undertaken in accordance with relevant Health & Safety legislation both at the tendering stage and throughout the lifetime of a contract. Makers Construction will monitor, audit and review systems regularly to demonstrate that compliance. Suppliers, subcontractors and partners must also ensure that they maintain a trained and competent workforce appropriate to the duties they are undertaking.

## 6. Freedom of Association

Suppliers, subcontractors and partners shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable local and national laws and freedom of association and collective bargaining. Suppliers, subcontractors and partners shall not interfere with or discriminate, intimidate or harass workers choosing to belong to them.

## 7. Environment

Makers Construction operate within ISO 14001:2015 and work actively to prevent environmental harm and minimise environmental impact. We require all suppliers, subcontractors and partners to comply with environmental legislation as a minimum and to comply with any standards and codes that may be specific to their industry.

Suppliers, subcontractors and partners must have clear procedures in place to ensure direct and indirect environmental impacts associated with the goods and services are understood, measured and managed. Suppliers, subcontractors and partners must comply with the Makers Construction Environmental policy.

## 8. Bribery & Corruption

Makers Construction Limited has a zero-tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and relationships and implementing and enforcing effective systems to counter bribery.

Suppliers, subcontractors and partners shall not engage in any form of bribery or corruption or undertake any action that contravenes the Makers Construction Anti-Bribery & Corruption policy.

## 9. Data Protection

Suppliers, subcontractors and partners will process personal information in a fair, lawful and transparent manner and only collect the personal information required to fulfil the service they are providing and to not further process this information in a manner incompatible with the service provided. Suppliers, subcontractors and partners should take steps to ensure that the personal data remains accurate and up to date and is not retained longer than is necessary. We expect organisational and technical measures to be implemented to ensure integrity and confidentiality of personal information in line with GDPR Regulations.

## 10. Equality

Makers Construction will not tolerate discrimination, harassment or victimisation in the workplace or in connection with any Makers Construction service. We expect our supply chain to provide the same commitment, including to their own employees and supply chain and adhere to The Equality Act 2010 which protects against discrimination, harassment and victimisation.

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For questions or concerns about this Code, including its application to specific circumstances in connection with your organisation's performance of work for Makers Construction or to report any suspected violations of this Code, please contact your Makers Construction representative.