Supplier Code of Conduct

A framework of expectations for suppliers of goods and services to H Foster 1875 Ltd

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1. Introduction and why this matters

At H Foster 1875 we are proud of our long-standing reputation as an ethical and responsible supplier of high quality, sustainable products. This has been achieved by a relentless focus on good governance and due diligence in our internal operations, sourcing strategies and supply-chain management.

We run our internal operations through our business management system which has been certified by BSI as meeting the international standards for quality (ISO 9001) and environmental management (ISO 14001). We are also EcoVadis-rated and members of the Roundtable for Sustainable Palm Oil (RSPO). All our decisions are guided by Corporate Social Responsibility (CSR) and Environmental, Social and Governance (ESG) principles. These are not just fancy words – this really is how we work.

Partnering with like-minded suppliers who are equally passionate about CSR and ESG is a crucial part of our sustainable growth strategy. We therefore expect that, as an ethical and responsible supplier, you will be happy to sign up to this code of conduct and strive to uphold the principles and practices described herein.

We consider this code of conduct to be an important part of our relationship. Think of it as a framework of expectations for how we do business together. It sets some standards and

describes some behaviours which we think are essential in a business partnership. Your commitment to the code is our assurance that we have the right supplier on board. After that, it's a matter of implementation and monitoring (by us and you).

2. Standards

In developing this code of conduct we have drawn upon the following international standards as benchmarks for best practice:

1. UN universal declaration of human rights
2. UN global compact
3. ILO International labour standards
4. ISO 26000 Social Responsibility
5. ISO 9001 Quality Management Systems
6. ISO 14001 Environmental Management Systems
7. PAS 2060 Carbon Neutrality
8. Carbon Trust route to net zero standard

3. All in this together

In many situations a supplier can only be as good as its customer, and we are committed, as far as we are able, to create the right conditions for you to uphold this code of conduct whilst delivering your products, services and contractual commitments for the benefit of all in our supply chain. This includes establishing trusting, fair and collaborative working relationships at all levels where interaction occurs, and in all aspects where working together can be beneficial, including technical, commercial, financial, operational and human aspects.

We expect our employees to treat suppliers with fairness and respect, and to actively build trusting, collaborative and constructive working relationships. In return we expect suppliers to treat our employees in the same way, working with us to build relationships that are focused on satisfying our customers.

This code of conduct is intended for all those involved in the H Foster 1875 supply chain, including our own staff, purchasing personnel, suppliers and subcontractors.

We expect our suppliers to communicate this code of conduct to employees, associates, contractors and subcontractors who have a role or influence in the successful supply of goods or services to us or our customers. This should include parent company and other group companies who can influence the implementation of this code.

Our commitment is that we will communicate this code of conduct to our employees and provide them with any necessary training and guidance on how to implement it themselves, and how to help you do the same.

4. Compliance

In the spirit of collaboration, we fully expect all our suppliers to take responsibility for implementing this

code and for monitoring their own compliance. This can be done as part of your existing compliance processes or as a stand-alone activity. Within H Foster 1875 we use our ISO 9001/14001 management systems to do this, absorbing it into our ongoing supplier due diligence and performance review process.

From time to time we may ask you to provide us with evidence of your compliance with this code of conduct and you agree to provide compliance evidence in a timely manner.

5. Business Ethics

All suppliers are expected to and maintain proportionate measures to prevent bribery, corruption, human rights violations, modern slavery, fraud and deception throughout the supply chains. This includes avoiding or removing temptations that may arise from inappropriate working arrangements, including conflicts of interest. Preventive training and guidance should be provided to all staff who are in positions susceptible to bribery, corruption, fraud or deception.

We expect intellectual property rights of all types to be respected and protected in all our business dealings. You must not disclose the intellectual property of H Foster 1875 or our customers. This requirement may be enforced via non-disclosure agreements or other legally enforceable devices.

H Foster 1875 believes in prompt payment and will endeavour to honour this commitment at all times unless the invoice has been legitimately disputed. We expect our suppliers to behave in the same way towards their suppliers.

6. Working with People

Respect for the human rights of people working for or with us and our suppliers is sacrosanct. Furthermore, we expect all our suppliers to maximise equality, diversity and inclusion in all business decisions that affect the allocation and organisation of work, the work environment, compensation, benefits, and opportunities for advancement and development.

We expect all suppliers to promote a culture in which the norm is to establish and maintain respectful relationships, reinforcing these with fair interactions and professional behaviour. Worker participation and consultation in significant issues and decisions should be encouraged. Improvement suggestions should be received positively and dealt with openly, with feedback provided and contributions recognised.

All our suppliers must comply with applicable employment and labour laws wherever they operate, including relevant regulations on workers rights, health and safety, and data protection. Reasonable assurance should be obtained to ensure that no child labour or modern slavery exists in the supply chain.

Whistle-blowers must be protected and encouraged to come forward through safe channels to ensure genuine concerns are identified and dealt with.

7. Corporate Governance and Risk Management

Legal compliance is of course non-negotiable. We expect all our suppliers to put in place arrangements to identify relevant legal obligations and ensure compliance.

We also expect full contractual compliance as a baseline for our relationship. Of course there is always room for negotiation and variation in contractual arrangements, but this must be a transparent process leading to mutual agreement.

We want our commercial relationship to be long and profitable for both parties. No-one wants to be derailed by unforeseen events, especially when it turns out they could have been anticipated and mitigated. This is why we expect all suppliers to maintain a risk management process to minimise the likelihood of business interruption due to, for example, supply chain disruption, infrastructure downtime, labour shortage, cyber-attack, fire, flood or other local/national emergency. A business continuity plan should be maintained and periodically tested to confirm readiness for likely scenarios.

8. Quality

In the end, all of this is designed to ensure you can continue to provide us with products and services that meet our quality specifications. Whether or not you have a formal quality management system in place, being a quality-focused organisation with a commitment to delivering high quality products and services is probably the main reason we wanted to work with you. Everything else in this code of conduct is important, but none of it would even have been asked if we didn't like your quality.

There will be times when quality needs to be demonstrated in action. This should be natural, spontaneous, unprompted 'business as usual'. Key indicators of our quality specifications are value for money, responsiveness to questions and changes, engagement in problem solving, and a desire for continual improvement.

9. Environment

We are 100% committed to minimising the negative impact of our activities on the wellbeing of the planet. We expect our suppliers to support us, and sometimes lead us, in the pursuit of sustainable business solutions, including products, services, processes, systems and resources.

Sustainable sourcing is one of the main ways we can control our environmental impact throughout the supply chain. This is right up there with quality, availability and affordability as our main criteria for selecting suppliers, products and services. By sustainable sourcing, we mean working with suppliers who are themselves as passionate about the planet as we are. In other words, we expect you to take sustainability in your supply chain as seriously as we take it in ours.

We urge you to join us on our mission to reduce waste year on year and to achieve carbon net zero by 2035. To monitor and demonstrate our progress, we must gather and analyse data about our performance. We hope and expect you will share your data to assist us in this important activity.

We encourage you to implement your waste reduction and carbon reduction plans and share your successes and lessons learned with us in the spirit of mutual improvement.

10. Community

Sustainability is not just about the green agenda. It is also about the social sustainability of businesses within their communities. We are constantly looking for ways that we can either involve or benefit the local communities around our operations. We expect our suppliers to be similarly community focused.

Community focus should include consideration of the impacts of business decisions on the community, both socially and environmentally. In many cases full consideration will lead to consultation and participation in activities that balance, mitigate or explain the impacts of changes that may affect local people and businesses.

Even when there are no impactful changes afoot, constructive community engagement is the best way to ensure a positive conversation when changes are being initiated or responded to.

We encourage you to engage with your local communities, building positive relationships and influencing thinking and decisions for environmental and social benefit.

11. Commitment

We are committed to integrity, transparency, and accountability.
If you are a customer, supplier or contractor and you have witnessed or are aware of any unethical, illegal, or unsafe conduct related to our business, we encourage you to report your concerns.
You may do so by contacting Simon or Tom Eggar on the below details:
simon@hfoster.co.uk Telephone: +44 (0)113 243 9016

All reports will be taken seriously and investigated thoroughly.
We are committed to upholding our company values.

Simon & Tom Eggar
Managing Directors, H Foster 1875 Ltd
Date: Sept 2026