

## **GB-Sol Supplier Code of Conduct**

GB-Sol Ltd and GB-Sol Projects Ltd are committed to trading responsibly, ethically and sustainably. We expect all suppliers and their representatives to uphold the following standards and apply them throughout their own supply chains.

### **1. Legal and Ethical Compliance**

Suppliers must comply with all applicable laws, regulations and international standards wherever they operate.

### **2. Freely Chosen Employment**

All work must be voluntary. Suppliers must not use forced, bonded, trafficked or prison labour, nor require workers to lodge deposits or identity papers.

### **3. Safe and Healthy Workplaces**

Suppliers shall maintain a safe and hygienic environment for their workers and visitors, conduct risk assessments for all activities, provide health and safety training, and hold all required licences. Continuous improvement in occupational health and safety is expected.

### **4. No Child or Forced Labour**

Suppliers must not employ anyone below the legal minimum age for work and must adhere to International Labour Organisation (ILO) standards on child labour and human rights. Suppliers must report the discovery or suspicion of any slavery or trafficking by its suppliers or subcontractors to both GB-Sol and Modern Slavery Helpline - [modernslaveryhelpline.org](https://modernslaveryhelpline.org)

### **5. No harsh or inhumane treatment is allowed**

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

### **6. Fair Wages and Working Hours**

Workers must receive at least the legal minimum wage plus all legally mandated benefits. Overtime must be paid at a premium rate. We encourage suppliers to pay a living wage above the required minimum wages. Working hours must comply with national law and not exceed 48 hours per week on a regular basis, with at least one day off per seven days. Deduction from wages as a disciplinary measure should not be permitted.

### **7. Equality and Respect**

Suppliers must ensure fair treatment and equal opportunity for all employees regardless of race, gender, age, disability, religion, sexual orientation, political affiliation, union membership or other status. There should be no discrimination in hiring, compensation, termination or retirement. Harassment, abuse or intimidation must be prohibited.

### **8. Freedom of Association**

Suppliers must respect workers' rights to join or not join lawful associations and to communicate openly with management without fear of reprisal.

## **9. Integrity, Anti-Bribery and Anti-Corruption**

Bribery, corruption, facilitation payments and improper influence are strictly prohibited. Suppliers must maintain policies, monitoring and staff training to prevent bribery, fraud, money laundering, tax evasion and anti-competitive practices. Where local laws are weaker, suppliers must meet the standards of the UK Bribery Act 2010.

## **10. Confidentiality and Data Protection**

Suppliers must safeguard confidential, proprietary and personal information, using it only for authorised business purposes and protecting it against unauthorised use or disclosure in compliance with data protection & privacy laws. Suppliers must comply with all the applicable laws governing intellectual property rights assertions, including protection against disclosure, patents, copyrights and trademarks.

## **11. Responsible Sourcing of Materials**

Suppliers must ensure that the sourcing of minerals (including tin, tungsten, tantalum, gold, polysilicon, cobalt, lithium and other high-risk materials) does not fund conflict or human rights abuses. Due diligence must follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Suppliers should undertake due diligence on the source and chain of custody of these minerals and require the same from their next tier suppliers.

GB-Sol does not currently source from the Democratic Republic of the Congo or neighbouring countries but recognises both the region's human rights challenges and its role in responsible economic development. Should sourcing from this area become necessary, GB-Sol will apply full due diligence to ensure all materials are obtained from verified conflict-free and responsible suppliers.

## **12. Environmental Responsibility**

Suppliers must comply with all environmental laws and permits. Suppliers should also minimise resource use & emissions and set and publish measurable environmental targets.

## **13. Circularity**

Suppliers are encouraged to adopt circular economy principles (reuse, repair, recycling) and to use renewable energy wherever feasible.

## **13. Monitoring and Compliance**

GB-Sol may request evidence or site audits to verify compliance. Where issues are found, suppliers must implement corrective actions. GB-Sol reserves the right to suspend or terminate relationships where non-compliance persists.



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