



## **Tilsatec Ethical Supply Chain Policy 2026**

Tilsatec is committed to operating a responsible, transparent, and ethical supply chain that supports worker welfare, human rights, and sustainable business practices. Our approach is built on strong governance, trusted supplier partnerships, and alignment with globally recognised standards and frameworks. A central pillar of this commitment is that all manufacturing partners are SEDEX-registered and engaged in SMETA-compliant ethical audits. This ensures consistent, verifiable practices across labour, health and safety, environmental management, and business ethics.

### **1. SEDEX Membership & Audited Supply Chain**

We work exclusively with factories that are SEDEX registered, enabling full visibility of their ethical performance through independent, internationally recognised audit data. This ensures:

- Workers' rights are protected
- Labour practices meet or exceed global expectations
- Health and safety standards are rigorously implemented
- Environmental practices are monitored, measured, and improved
- Business integrity and anti-corruption standards are upheld

By requiring SEDEX participation, we maintain a supply chain that is transparent, accountable, and aligned with international norms of responsible sourcing.

### **2. SMETA Ethical Audits**

All manufacturing partners are required to undergo SMETA 4-pillar assessments, covering:

- Labour standards
- Health and safety
- Environmental management
- Ethical business behaviour

SMETA ensures suppliers follow the ETI Base Code and international labour standards, providing assurance that ethical compliance is embedded throughout our production network.

### **3. Responsible Sourcing & Traceability**

We prioritise long-term partnerships with suppliers who demonstrate:

- Responsible management and transparent operations
- Investment in worker safety and welfare
- Continuous improvement in sustainability
- Commitment to reducing environmental impact

Our traceability processes allow us to track materials and manufacturing origins, strengthening transparency and accountability from raw materials to finished goods.

#### 4. Supplier Code of Conduct

All suppliers are required to formally acknowledge our Code of Conduct, which covers:

- Anti-discrimination and inclusion
- Fair wages, legal entitlements, and working hours
- Prohibition of forced, bonded, or child labour
- Commitment to ethical business practices

#### 5. Anti-Corruption & Business Integrity

All suppliers and partner factories must maintain high standards of professional conduct. Tilsatec has zero tolerance for corruption, fraud, bribery, or other unethical behaviour. Suppliers should have robust governance frameworks and internal reporting mechanisms, including whistleblowing protections for staff.

##### Conflicts of Interest and Transparency

- Any actual or potential conflicts of interest must be disclosed to Tilsatec immediately
- Suppliers must maintain open and honest communication throughout the contract lifecycle

##### Data Protection

- Suppliers must comply with applicable data protection legislation
- Personal or sensitive data shared in the course of business must be handled lawfully, securely, and fairly
- Prompt action is required in the event of data breaches or access requests

#### 6. Targets

- 100% of suppliers undergo annual SMETA 4-pillar audits.
- 100% of suppliers and partner factories must operate with zero instances of corruption, fraud, bribery, or other unethical behaviour, in line with Tilsatec's ethical standards. Compliance will be monitored through audits and supplier declarations.

#### 7. Commitment

Tilsatec expects all suppliers and partners to comply with this policy and will monitor adherence through analysis of audit reports and continuous engagement to ensure a responsible, ethical, and sustainable supply chain.

#### 8. Review

This policy is reviewed periodically as part of Tilsatec's management systems.

Approved by the Managing Director, Ben Griffiths, 05<sup>th</sup> January 2026