

1. Supplier Code of Ethics

Trederwen Springs is committed to maintaining high ethical standards and complying with all applicable laws, rules and regulations.

2. Modern Slavery / Human rights

We are committed to respecting human rights in our internal operations and we require the same from our suppliers. We expect our suppliers to enact practices to maintain respectful and safe workplaces free from physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying, or harassment of any kind. Suppliers must not tolerate slavery, forced labour, or human trafficking in their supply chains. We expect our suppliers to prohibit all forms of slavery, forced labour, child labour, and human trafficking.

3. Child Labour

Trederwen Springs does not tolerate child labour in any form at any stage of its supply chain. The term 'child', unless otherwise specified by applicable laws regarding minimum working age, refers to any person employed below the age of 15, or below the age for completing compulsory education. Workers under the age of 18 should also not be engaged to perform hazardous work

4. Employment laws

We require that our suppliers comply with all applicable wage and labour laws and regulations.

5. Non-Discrimination and workplace diversity

We require that our suppliers comply with all applicable laws and regulations relating to discrimination in hiring, employment practices, harassment, and retaliation. Suppliers must operate workplaces free of unequal treatment in employment, discrimination, harassment, victimisation, and any other abuse on any grounds.

6. Health and Safety

We require that our suppliers comply with all applicable health and safety laws and regulations. We require suppliers to adopt practices that minimize health and safety risks, support accident prevention, and ensure a safe workplace for all workers, including employees and/or contractors, and other third parties.

7. Freedom of Association

We require that our suppliers respect workers' rights concerning freedom of association, including the right to form or join labour or trade unions or to join workers' councils in accordance with local laws. Workers must be free to engage in these activities without retaliation, harassment, or intimidation.

8. Anti-bribery and anti-corruption

We require that our suppliers fully comply with all applicable anti-bribery and anti-corruption laws including, but not limited to, relevant acts such as the UK Bribery Act.



Supplier Code Of Conduct

CONTROLLED

Document Ref: Supplier Code of Conduct

Issued by: Technical Manager

Version: 2

Date: 23/01/2026

Approved by: Operations Director

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Acknowledgment

We hereby acknowledge that we have read, understood, and agree to comply with the Trederwen Springs 2008 (Ltd) Supplier Code of Conduct.

Supplier Name:

Authorized Representative:

Signature:

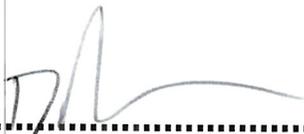
Date

Approved by Dave Rippon

Date:

9 February 2026

Operations Director.


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