

Introduction

CIE-Group Ltd is a leading supplier of professional security, AV and electronics products, dedicated to delivering exceptional products and services while upholding the highest ethical standards. We are committed to ensuring that our supply chain reflects our values of integrity, sustainability and social responsibility. This policy outlines our expectations for our supply chain partners to operate in an ethical, transparent and responsible manner.

Purpose

The purpose of this Ethical Supply Chain Policy is to:

- Define the ethical principles that guide our sourcing and supply chain operations.
 - Ensure that our suppliers adhere to legal, social and environmental standards.
 - Promote sustainable practices and respect for human rights throughout our supply chain.
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Scope

This policy applies to all suppliers, subcontractors and business partners of CIE-Group, as well as our employees and stakeholders involved in supply chain management. It encompasses all activities, from sourcing components to the delivery of finished products and services.

Core Principles

1. Compliance with Laws and Regulations

All suppliers and business partners must adhere to:

- Applicable local, national and international laws and regulations, including those related to labour, trade and the environment.
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2. Human Rights and Fair Labour Practices

We expect all suppliers to respect and uphold the fundamental rights of workers. This includes:

- Prohibition of child labour, forced labour and human trafficking.
(See [CIE-Group Modern Slavery Statement](#))
- Compliance with laws governing wages, working hours and employee benefits.
- Guaranteeing a safe, healthy and harassment-free work environment.

- Promoting diversity, equality and inclusion by ensuring no discrimination based on age, gender, ethnicity, religion, disability, or any other protected characteristic.
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3. Environmental Sustainability

CIE-Group Ltd is committed to minimising environmental impacts throughout the supply chain. Suppliers must:

- Implement measures to reduce waste, emission and energy consumption.
- Use sustainable materials and adopt environmentally friendly manufacturing processes wherever possible.
- Comply with all relevant environmental laws and regulations.

(See [CIE-Group Environmental Policy Statement](#))

4. Ethical Business Conduct

All suppliers must uphold the highest standards of ethical business practices, including:

- Prohibition of bribery, corruption and fraudulent activities.
 - Transparent business operations and accurate record-keeping.
 - Respect for intellectual property rights.
 - Avoiding conflicts of interest and ensuring fair competition.
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5. Supply Chain Transparency

We require our suppliers to provide transparency regarding their operations, including:

- Clear documentation of sourcing practices and material origins.
 - Cooperation with regular audits and inspections conducted by representatives of CIE-Group.
 - Immediate disclosure of any breaches of this policy or related laws.
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Implementation and Monitoring

CIE-Group will:

- Provide training and resources to suppliers and employees to support compliance with this policy.
 - Conduct regular assessments and audits to ensure adherence to ethical standards.
 - Collaborate with suppliers to address any areas of concern and improve practices.
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Non-Compliance

Failure to comply with this policy may result in corrective actions, including:

- Suspension or termination of contracts.
 - Reporting violations to relevant authorities.
 - Public disclosure of non-compliance where appropriate.
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Continuous Improvement

CIE-Group is committed to fostering continuous improvement in our supply chain by:

- Engaging with suppliers to develop innovative and sustainable solutions.
 - Supporting industry initiatives that promote ethical and responsible supply chain management.
 - Regularly reviewing and updating this policy to reflect evolving standards and expectations.
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Contact and Reporting

If you have questions about this policy or wish to report a concern, please contact:

CIE-Group Compliance

Email: info@cie-group.com

Phone: 0115 9770075

We appreciate the collaboration of all stakeholders in ensuring that our supply chain upholds the highest ethical standards.

Approved by:

Steve Collin

Managing Director

CIE-Group Ltd

06/12/2024