

Supplier Code of Conduct

At PACE, we are guided by our values of being trustworthy and accountable to help us to deliver excellence to our customers. We strive to maintain the confidence of all of those we work or interact with.

It is vital to us to uphold high ethical and responsible standards.

The PACE 'Supplier Code of Conduct' sets out the main principles and standards that we expect from our suppliers.

The core principles we expect are:

- Abiding by all relevant laws and regulations
- Providing a safe, diverse and inclusive workplace and a respect for human rights
- Committing to sustainability to protect our environment

Labour rights and equal opportunities

We expect our suppliers to treat all people with respect and encourage diversity and inclusiveness.

Forced labour and human trafficking

We expect our suppliers not to be involved in any way with organisations trafficking in human beings, forced labour and exploitation of child labour.

Wages and hours

Our suppliers must ensure that all their workers receive at least the legally mandated minimum wages and benefits. Working conditions, working time and compensation must be fair, complying with the laws, standards and practices applicable.

Health & Safety

PACE expects a culture of safety and protection of workers' health in the workplace. Our suppliers must provide a work environment which guarantees the respect of health and safety, in compliance with current regulations.

Anti-corruption and integrity

PACE do not accept any form of corruption and expects suppliers to comply with all applicable laws and regulations relating to anti-bribery and anti-corruption.

Gifts, hospitality and facilitation payments

Our employees and suppliers must abstain from making or receiving any facilitation payments.

Export and trade compliance

Our suppliers must comply with all applicable laws and regulations concerning export licences in connection with any goods and services transactions for military, dual or commercial use.

Counterfeit parts

Our suppliers should ensure that all goods and materials supplied, used or transferred to the Company are free of counterfeit and/or replica parts.

Conflict minerals

Our suppliers shall identify if the products, components or materials supplied contain minerals (tin, tantalum, gold and tungsten) originating from conflict regions. The use of materials containing these minerals should be avoided.

Environmental responsibility

Our suppliers must meet all regulatory obligations regarding environmental compliance and strive towards minimising the impact of operations on the environment.

Confidentiality

Our suppliers shall keep in strict confidence all information of a confidential nature concerning the Company's business, its products, services or personal information which may be obtained.

Whistleblowing

Our suppliers are encouraged to report to the appropriate authority, actual or potential ethical concerns.