



SUPPLIER CODE OF CONDUCT

Introduction

Founded in 1890 Blatchford has grown from a family run business into a global innovator, developer and provider of lower-limb prosthetic and orthotic products requiring a truly global and extensive supply chain. Blatchford is committed to a specific set of values both inside our organisation as well as across our entire and extended supply chain. We have earned a reputation for integrity, ethical behaviour and a deep-rooted care for all people who come into contact with us and we are determined to protect & promote this reputation wherever we operate around the world.

Our Code of Conduct details what we expect of our suppliers and this extends to their suppliers and sub-suppliers. We require our whole supply chain to commit to treating people fairly and objectively at all times, to ensure their actions reflect and align to our own standards of conduct and to continually improve socially and environmentally responsible management practices.

This code of conduct defines the requirements placed on suppliers to Blatchford across the organisation. All suppliers must adhere to the following core principles:

Core Principles

- Ensure full compliance with all applicable laws and international standards.
- Zero tolerance of modern slavery, human trafficking & child or forced labour.
- Not discriminate on the basis of equality, diversity or inclusion.
- Abide by applicable competition laws and ensure no anti-competitive business practices with your competitors.
- Ensure zero tolerance of any form of corruption, bribery or money laundering.
- Comply with all applicable working hours and wage regulations.
- Declare any conflict of interest when fulfilling contractual obligations to Blatchford.
- Grant your employees the freedom to associate and the right to collective bargaining where permitted.
- Work to all applicable environmental, health and safety & sustainability standards and take actions to minimise risk.
- Maintain confidentiality in relation to all confidential and business sensitive information exchanged with Blatchford.
- Adhere to applicable legal requirements in relation to conflict minerals originating from conflict areas and ensure compliance with such laws.
- Comply with export control and customs regulations.
- Conduct your business with fairness and integrity.

Compliance and Follow Up

The supplier must report any concerns to Blatchford. If the supplier witnesses or suspects any conduct or business practices that could violate this supplier code of conduct, please contact Blatchford directly. The supplier may raise a concern or get help by contacting the normal Blatchford representative or by e-mailing procurement@blatchford.co.uk.

Blatchford operates a Public Interest Disclosure Policy (Whistleblowing Policy) which provides a mechanism to raise any concerns. This process allows for the reporting of information anonymously.