



Supplier Code of Conduct

30 June 2025

dss⁺

Protect. Transform. Sustain.

dss+ is committed to the highest standards of ethical conduct and social and environmental responsibility. We expect all suppliers to share this commitment and conduct their work in line with dss+ core values: Highest Ethical Behaviour, Health and Safety, Respect for People, and Environmental Stewardship. Suppliers must adhere to this Supplier Code of Conduct ("SCC") and all applicable laws in the countries where they operate.

1. Ethical Standards

dss+ requires suppliers to conduct their business with the highest ethical standards and adhere to the below:

Anti-bribery and anti-corruption

Suppliers should comply with all laws related to anti-bribery and anti-corruption, including but not limited to the U.S. Foreign Corrupt Practices Act or UK Bribery Act.

Gifts and entertainment

Suppliers should not offer or accept gifts, payments, entertainment, or favours intended to gain improper advantage or influence. Reasonable hospitality may be permitted where allowed by law and clearly not intended to influence. Suppliers must have a process in place to report any concerns about unethical behaviour.

Trade and sanctions

Suppliers should comply with all applicable international trade and sanctions laws. In addition, suppliers shall comply with US sanctions and trade controls, which are enforced by the US Department of Treasury's Office of Foreign Assets Control ("OFAC") and other US government agencies and may also be subject to other sanctions laws applicable where we do business.

2. Data privacy and security

Suppliers must comply with all applicable laws regarding privacy and data protection. They must secure dss+ personal data against unauthorised access or use and have appropriate internal policies to protect this data. Suppliers are expected to comply with globally recognised regulatory frameworks such as the EU GDPR or equivalent standards, where applicable.

Suppliers must only collect, process, and retain the minimum amount of personal and client data necessary to fulfil the contracted services.

dss+ personal information should only be accessed and used by the supplier or its representative as permitted by dss+ and if required to perform the agreed services.

Establish clear lines of accountability for data protection within the supplier's organisation. Report any breaches immediately to client.

Confidential information

Suppliers must protect dss+ and its clients' confidential information and maintain internal policies and processes to protect such information.

3. Environmental, Social, Governance, and Sustainability

The purpose of dss+ is to save lives and support a sustainable future. dss+ is committed to reducing our environmental footprint in partnership with suppliers, consistent with our core value of environmental stewardship.

Environmental Regulations

Suppliers must comply with environmental laws while providing goods or services to dss+. We encourage suppliers to go further, even when not mandated by law, by reducing emissions, minimising waste, avoiding pollution, and adopting circular practices.

Supplier Engagement and Screening

dss+ encourages suppliers to promote energy-efficient behaviours, measure and manage energy usage and greenhouse gas emissions.

dss+ will prioritise suppliers who adhere to sustainable practices and environmental standards in our procurement processes, including a supplier screening questionnaire that covers ESG and carbon considerations, highlighting lower carbon suppliers, identifying and conducting annual randomised supplier audits and considering third-party certification requirements for large suppliers (EcoVadis/ISO/other). The ESG screening may include environmental impact, labour conditions, governance practices, and human rights due diligence.

Social Impact

dss+ is committed to fostering a diverse, equitable, and inclusive (DEI) environment where every individual feels valued, heard, and empowered. DEI efforts are rooted in the belief that diversity of thought, background, and experiences drives innovation, leads to better business outcomes.

dss+ supports and encourages diverse businesses and suppliers in our procurement process.

dss+ expects all our suppliers to adhere to all non-discrimination and diversity laws and practices when hiring and treating their employees and contractors.

4. Workplace Conduct, Health and Safety

dss+ is committed to ensuring all individuals have the right to a physically and psychologically safe work environment. As a health and safety consulting business, we hold our suppliers to the same high standard of care and conduct that we expect from ourselves.

We expect our suppliers to uphold this commitment by maintaining safe and respectful working conditions, whether on dss+ premises, at client sites, or in remote or off-site settings.

Suppliers must comply with all applicable health and safety laws and take proactive steps to prevent harm. This includes providing a work environment free from violence, harassment, intimidation, or any form of unsafe, abusive or reckless practices.

Suppliers may not possess, consume, sell, or be under the influence of alcohol or illicit substances (including misuse of prescription drugs) while delivering services for dss+.

Firearms or other dangerous weapons must not be carried while delivering services for dss+, unless explicitly permitted by law and agreed in writing.

5. Human Rights and Labour Practices

dss+ expects all suppliers to uphold fundamental human rights and comply with all relevant laws and internationally recognised standards. This includes the UN Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Core Conventions, such as ILO Convention No. 190 on eliminating violence and harassment in the workplace. Where national protections fall short, suppliers are expected to apply the higher international standard.

Fair Treatment and Safe Working Conditions

Suppliers must treat all workers with dignity and respect, providing a work environment free from abuse, discrimination, harassment, intimidation, or violence—whether in person or remote.

Sexual harassment—including unwelcome advances, requests for sexual favours, or verbal, non-verbal, or physical conduct of a sexual nature—is strictly prohibited in all work settings.

Suppliers must provide access to grievance mechanisms that allow workers to report misconduct safely and without fear of retaliation.

Forced Labour

Suppliers must not engage in or benefit from forced, bonded, or involuntary labour. This includes practices such as withholding identification documents, restricting freedom of movement, or charging recruitment fees. These standards apply across all tiers of the supplier's operations, even where such risks are low.

Modern Slavery and Human Trafficking

Suppliers must comply with the UK Modern Slavery Act of 2015 and all similar laws. dss+ will not work with organisations suspected of involvement in modern slavery or human trafficking. Our public Human Rights Policy reinforces this position. We also support our clients in developing modern slavery and child labour policies, conducting risk assessments, and designing effective remediation strategies.

Child Labour and Minimum Working Age

Suppliers must comply with applicable laws regarding the minimum working age. dss+ does not permit any engagement with child labour at any stage of work. Unless defined differently by local law, a “child” is anyone under the age of 15 or below the legal age for completing compulsory education, whichever is higher. Suppliers must have reliable age verification processes and prevent indirect use of child labour via subcontractors or informal workers.

Compensation and Working Hours

Suppliers must comply with all applicable laws related to wages, working hours, overtime, and employee benefits.

6. Reporting and Compliance

Suppliers must report any suspected violations of this Code promptly via the dss+ Whistleblower Service or to their designated dss+ contact. Failure to comply with this Code or with applicable laws may result in contract termination and, where appropriate, notification to relevant authorities.

Suppliers must ensure that their employees, subcontractors, and agents are aware of and follow this Code. Suppliers remain accountable for their conduct and for that of those working on their behalf. Breaches may result in termination and, where necessary, reporting to the relevant authorities.

Suppliers must provide access to confidential grievance mechanisms and ensure workers can report violations without fear of retaliation. Suppliers should have systems in place to train their employees, monitor compliance, and promptly correct any violations.

Where local laws or practices fall short of international standards, suppliers are expected to apply the higher standard, aligned with ILO principles and the UN Guiding Principles on Business and Human Rights.

About dss+

dss+ is the operational transformation partner for complex and high-hazard industries. Driven by our purpose, we help organisations achieve breakthroughs in safety, performance and sustainability that build business endurance and ensure long-term success. We engage deeply within organisations to empower teams to shift mindsets, shape cultures, and establish the capabilities required at every level. We combine technical expertise and operational experience with a people-centred approach and data-driven insight.

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