

Supplier code of conduct

Behaven exists to encourage behaviours that benefit society and the planet. We do this by working with governments, businesses and NGOs to use behavioural science for positive, lasting change. We expect our suppliers, including subcontractors and their supply chains, to meet the ethical, social and environmental standards in this Code of Conduct. Compliance is assessed during our due diligence process.

→ Environmental protection

Suppliers must:

- Comply with all environmental laws and regulations.
- Promote environmental responsibility and resource efficiency, including energy, water, paper and waste management.
- Support the use of goods and services that reduce environmental impact.

→ Modern slavery and labour practices

Suppliers must:

- Prohibit all forms of forced, trafficked or bonded labour.
- Ensure no child labour is used.
- Respect freedom of association and collective bargaining.
- Provide safe, hygienic and appropriate working conditions.
- Comply with national laws on working hours, overtime and rest periods.
- Pay at least the statutory minimum wage without discrimination, with all deductions agreed freely by the employee.

→ Whistleblowing

Suppliers must have a confidential mechanism for staff to raise concerns, protect whistleblowers from retaliation (unless there is malicious intent), and ensure fair and transparent treatment.

→ Bribery and corruption

Suppliers must not engage in bribery, facilitation payments or corruption of any kind, including actions intended to improperly influence decisions or gain advantage.

→ Supply chain standards

Suppliers should:

- Support fair trade conditions for producers where available.
- Appoint subcontractors through open and fair processes where possible.
- Act with integrity, including transparent accounting.
- Avoid unsustainable or unfair contract terms and any exploitation of market position.

→ Confidentiality and data protection

Suppliers must protect personal data and confidential information against unauthorised access, use, loss, alteration or destruction.

→ Social media conduct

Suppliers must avoid disrespectful, harassing, defamatory, discriminatory or otherwise prohibited activity on social media platforms.

→ Acknowledgement

Supplier: _____

Signature: _____

Company: _____

Date: _____