Behaven

Supplier code of conduct

Behaven exists to encourage the behaviours that most benefit society and the planet. We do this by working with governments and businesses to use the power of behavioural science to make people actors of sustainability. And we expect our suppliers, including their subcontractors and supply chain, to comply with certain ethical standards when undertaking work with and for Behaven.

This Code of conduct sets out the standards we expect from our suppliers, their subcontractors and supply chain. Compliance with this Code is a consideration in our due diligence process for all suppliers.

Protecting the environment

As an organisation dedicated to encouraging the behaviours that most benefit society and the planet, we expect our suppliers to support and promote environmental protections and comply with environmental laws and regulations. We expect them to promote environmental responsibility and to support us in the use of goods and services which help mitigate our environmental impact, as well as better managing and utilising resources such as energy, paper, water and waste.

Modern slavery

As an organisation we take our responsibilities associated with modern slavery, ethical labour and workforce practices extremely seriously. We believe that any form of exploitation is wrong and we are committed to doing our best to ensure that our charitable activities and supply chains are free of slavery and human trafficking.

Suppliers must adhere to the following labour principles:
- There is no forced labour of any kind, including trafficked or bonded labour and there is no requirement for workers to lodge passports or other identity papers with employers or pay deposits that are 'worked off'.
- Workers have the right to collective bargaining and freedom of association.
- No child labour is used.
- Workers are provided with access to appropriate facilities and a safe and hygienic environment in which to work.
- Working hours must comply with national laws, collective agreements and all overtime must be voluntary. Your employees should have access to rest periods and employee time off.
- At least local statutory minimum wages must be paid without discrimination to all employees and all non-statutory deductions must be with the freely given consent of the employee.

Whistleblowing

Suppliers must provide a method for staff to confidentially raise concerns. They must allow staff protection if reporting misconduct or raising concerns with respect to their own, or another organisation, whether their concerns turn out to be correct or not (provided there was no malicious intent) and ensure all affected staff are treated in a fair and transparent manner.

Bribery and corruption

Any offering, paying, soliciting or accepting of bribes, facilitation payments or kick-backs is unacceptable. Our suppliers must not engage in, or in any way encourage, bribery and /

or corruption including but not limited to acts that are intended to induce the recipient to act improperly or influence business decisions.

Supply chain

Our suppliers are expected to support fair trade conditions for producers, where they exist. This includes, but is not limited to, the following requirements which suppliers must follow:

- Appointing sub-contractors through an open and fair process such as public advertising of such opportunities wherever possible;
- Acting at all times with respect and integrity, including open and transparent accounting;
- Not forcing unsustainable or unfair contract terms on their suppliers, or throughout their supply chain, nor allow unfair exploitation of a dominant market or customer position.

Confidentiality and data protection

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

Use of social media

Suppliers must refrain from disrespectful, unprofessional, harassing, defamatory, discriminatory and prohibited activity on social media platforms.

Supplier:
Name: _____
Signature: _____
Company: _____
Date: _____