



AGILITÉ
A PARELLA COMPANY

Supplier code of conduct.

Setting clear standards for responsible and ethical business.

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Supplier code of conduct.

Setting clear standards for responsible and ethical business.

As a certified B Corp, Agilité is committed to using business as a force for good. We expect our suppliers to share these values by acting responsibly towards people, communities, and the planet, in line with the highest ethical and environmental standards.

Purpose.

This Supplier Code of Conduct (“Code”) sets out Agilité’s core ethical and business conduct expectations for our suppliers. Agilité is committed to doing business with integrity and in compliance with the law. We aim to promote high standards for ethics and business conduct wherever we operate.

As a supplier of products and/or services to Agilité, your company (“Suppliers”) plays a vital role in our success. For Agilité to provide services responsibly, we require suppliers to follow this Code. This is a summary of key requirements, not an exhaustive list.

All references to ‘laws’ within this Code mean all applicable laws, regulations, directives, rules, decrees, and government orders. Suppliers must ensure these principles are applied throughout their own supply chains. We encourage open and constructive dialogue about this Code, and how we work together.

Compliance with laws.

Suppliers must comply with all relevant laws relating to human rights, health, safety, environment, anti-bribery and corruption. Suppliers must also adhere to good ethical practices as set out in Agilité’s corporate ‘Code of Conduct’.

LABOUR AND HUMAN RIGHTS.

Employment practices.

Suppliers must not threaten or subject workers to inhumane treatment, including harassment, abuse, punishment, coercion, or unreasonable restrictions on entering or leaving company-provided facilities.

Human trafficking and modern slavery.

- / Suppliers must not use forced, bonded, indentured, or prison labour, or be involved in trafficking people. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.
- / All work must be voluntary, and workers must be free to leave or terminate their employment with reasonable notice. Suppliers must not ask workers to surrender any government-issued identification or permits.
- / Contracts must be clear and using language the worker understands.
- / Third-party agencies must follow this Code and the laws of both the sending and receiving countries, which ever offers stronger protection.

Child labour.

Suppliers must not employ, engage or exploit children unlawfully – either directly or indirectly through vendors, suppliers or other third-parties. They must work to prevent exploitation, raise awareness, and cooperate with authorities should such incidents occur.

Working hours and wages.

Suppliers must comply with all laws regarding wages and working hours – ensuring fair and respectful treatment of employees. Where appropriate, the suppliers' policy may be further defined at a national/regional level to prevent exploitation of the local workforce.

Freedom of association.

Suppliers must respect employees' rights to join associations and bargain collectively, in line with local laws.

HEALTH AND SAFETY.

Suppliers and their subcontractors must work actively to reduce the risk of injuries and health hazards. This includes implementing accident prevention measures, and investing in systems to identify and address health and safety risks.

Occupational safety.

Procedures must be in place to minimise safety hazards from chemical, biological or physical agents. Personal Protective Equipment (PPE) must be provided where needed. Workers must not be penalised for raising safety concerns. Suppliers will comply with all applicable quality, health, safety and environmental regulations and all relevant permits, licenses and registrations must be in place and up to date, as well as emergency plans and response procedures.

Responsible business behaviour.

Suppliers must maintain high standards of corporate ethics and integrity, and comply with all applicable local laws, regulations, and procedures. Any form of bribery, corruption, extortion, embezzlement, fraud, money laundering, terrorist financing, or falsification of records is prohibited.

Suppliers must ensure that third-party agencies follow this Code and the laws of both the sending and receiving countries, which ever offers stronger protection. Contracts for both direct and contract workers must be clear and using language the worker understands.

Environment.

Agilité is committed to protecting the environment. We require suppliers to follow all applicable laws, regulations and the guidance contained within our Environmental Policy.

- Waste and emissions: Suppliers must handle, store, transport, dispose of, recycle, reuse and manage waste, air emissions and wastewater safely and legally. Use of hazardous substances must be minimised and accidental spills/emissions prevented.
- Natural resource conservation and climate protection: Suppliers must use natural resources (e.g. water, sources of energy, raw materials) efficiently, reduce environmental impact and work towards circular economy practices such as material reduction, substitution, collection, sharing, maintenance, reuse, redistribution, refurbishment, remanufacturing and recycling.

Suppliers should seek continuous improvements and seek to develop and use environmentally and climate-friendly products, processes and technologies – with clear targets for reducing reliance on raw materials and natural resources, energy usage, and waste.

General terms.

If this code conflicts with the terms of any supplier contract with Agilité, the more restrictive term will apply. For questions or concerns about this code – including its application to specific circumstances in connection with your organisation's scope of work, or to report any suspected violations – please contact us immediately at info@agilitesolutions.com.

Signature:  Name: **Neil Coales** Date: **21/07/2025**



Supplier code of conduct policy.
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