



SUPPLIER CODE OF CONDUCT

January 2024

Port of Tyne's mission is to create a vibrant and sustainable port, which contributes to the growth of the economy and to be able to hand on the Port in a better condition to future generations. Our vision is to be the UK's safest, most progressive, customer-focused and environmentally sustainable port, whilst also being a great place to work.

Port of Tyne expects high standards of business behaviour and equally high standards of corporate social responsibility from both employees and the businesses it contracts with, including the goods and services we purchase.

Port of Tyne places an emphasis on working with suppliers who operate to similar work and ethical standards as our own, who actively contribute to sustainable practices and who are environmentally responsible, whilst ensuring that any agents, distributors or third parties are able to represent Port of Tyne appropriately.

Our values reflect the culture of our business and are the guiding principles for how we do business. In turn, we expect each of our suppliers to adhere to the Port of Tyne values, which are:

Open

We are transparent and clear in communication - we listen and learn

Excellent

We take pride in delivering top quality service to the highest professional standards and continuously look for ways to improve

Respectful

We treat people fairly, with dignity, consideration and integrity

Responsible

We are all accountable, we are trusted and empowered

Port of Tyne will actively avoid the procurement of goods and services which:

- Jeopardise the safety of people in any way
- Do not meet government and industry safety and quality standards
- Are produced and delivered under conditions which involve the intimidation, abuse or exploitation of people
- Do not comply to legislation regarding their impact on the environment
- Are not fair value for the price, quality and volume offered

Key principles

Our expectation is that Port of Tyne's supply chain treat their employees and partners in-line with our own work and ethical standards, actively supporting the delivery of our strategic aims. To support this, all suppliers to Port of Tyne should observe the following key principles:

Health and Safety standards

The Port of Tyne is committed to achieving a zero-harm culture. Our colleagues and partners are our most important asset and as such, we support their health and wellbeing, provide appropriate training, communicate regular updates and consult with them. Port of

Tyne expects that all third parties we work with will comply with all health and safety legislations, proactively minimise health and safety risks and support accident prevention for all their employees and those they encounter.

Environment

Port of Tyne aims to protect the environment and minimise the environmental impact on the port by preventing pollution, improving energy efficiency and minimising our carbon footprint, in-line with our Tyne 2050 goals. It is expected that suppliers to Port of Tyne will minimise their environmental impact, resource consumption, air, water and noise pollution, and introduce recycling initiatives, reduction of waste production and landfill waste.

Modern slavery

Port of Tyne has a zero-tolerance approach to any form of modern slavery. Suppliers will not engage in any activity which could be construed as slavery, servitude, human trafficking or forced labour.

Child labour

Suppliers will not engage in child labour; a child is classified as any person under the age of 16.

Anti-discrimination

Suppliers will not discriminate on the grounds of age, race, religion, marital or civil partnership status, sex, sexual orientation, gender reassignment, pregnancy, parenthood, or disability.

Ethics and anti-bribery

Port of Tyne is committed to acting professionally and with integrity. Suppliers will ensure that all business dealings and relationships are operated transparently, with honesty and integrity, whilst adhering to fair business practices.

Working hours and compensation

Suppliers must adhere to all national laws and regulations with regards to working hours and remuneration.

Dignity at work

Port of Tyne aims to have a workplace which is free from bullying and harassment, which is in line with our dignity at work policy which incorporates a whistle blowing and equality policy. Port of Tyne expects suppliers to treat all employees with respect and dignity and shall not use any form of psychological or physical intimidation.

Sub-contractors and partners

It is the expectation that all suppliers will share these key principles with their sub-contractors, agencies and partners who are involved in or support the provision of goods and/or services to Port of Tyne.