

First Intuition: Supplier Code of Conduct

At First Intuition we believe in responsible business practices. This means conducting our business with sustainable principles at the core of decisions and thinking about how we can be a positive impact on our stakeholders.

We expect the suppliers who we work with to support us in these values and to help us on our journey to carbon net zero.

Specifically, we expect all of our competitors to follow the principles set out below and to seek to promote these within their own supply chain.

1 Employees working conditions

As a minimum we expect all suppliers to comply with laws and regulations surrounding their industry and to have suitable compliance processes in place covering, equality, health and safety and fair treatment of workers.

As a minimum employers should comply with the minimum wage legislation and should seek to pay fair wages aligned with industry standards if this is greater. Consideration should be given to making sure that employees are not expected to work excessive hours.

We expect all suppliers to have a Modern Slavery Policy in place and to ensure that neither they, nor their suppliers, engage in forced labour or child labour at any point in their supply chain.

2 Ethical business practices

We expect all suppliers to have ethical practices at their core and to promote these within the workforce through policies covering Bribery, Money Laundering, inducements and other unethical practices.

3 Facilitation of Tax Evasion

We expect all suppliers to meet their tax obligations and not to participate in tax evasion. We expect relevant staff to be trained in their obligations.

4 Protecting the environment

All suppliers must comply with all relevant environmental legislation and regulation for their industry and location.

In addition, we expect all suppliers to be taking steps to monitor and reduce their impact on the environment. This may be through reducing their waste as well as monitoring their CO2 emissions.

We encourage all suppliers to introduce a waste and carbon reduction plan ideally using science-based targets (aligned to the Science Based Targets initiative) to support this. We encourage Suppliers to go above and beyond the minimum legal requirements for example by seeking suitable accreditation e.g. ISO 14001 or equivalent.

We encourage suppliers to support us in reducing our carbon emissions by 50% by 2030.

5.1 Information and cyber security

We expect suppliers to have suitable accreditations such as Cyber Essentials /Cyber Essentials Plus or ISO 27001, and to comply with the EU Waste Electrical and Electronic Equipment (WEEE) Directive and the UK Waste Electrical and Electronic Equipment Regulations (2013).

5.2 Confidentiality

Suppliers may be given access to confidential information in connection with service delivered. We expect all suppliers to hold such information in confidence and not make it available to any third party or use it for any purpose other than the implementation of the agreed service.

5.3 Data Protection

We expect all suppliers to be compliant with the data protection laws and regulations at all times during the course of their business relationship with FI. We expect the availability of policies and procedures which are supported by staff training to ensure that all confidential data is protected and is kept safe.

6 Quality Assurance

We expect all suppliers to maintain or improve on the quality of the product or service and be able to always demonstrate same.

7 Take part in First Intuition Supplier Survey and data tracking

We expect all supplier to sign up to First Intuition's code of conduct and to complete our annual ESG survey. In the event that a supplier does not achieve a minimum score in our survey we expect suppliers to agree targets to improve their score and to implement these within a reasonable time period.