

Queen Victoria Hospital NHS  
Foundation Trust  
Code of Conduct for Suppliers  
May 2025

Queen Victoria Hospital NHS Foundation Trust (the Trust) is fully aware of the responsibility it bears toward its patients, employees and the communities in which it works. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings. The Trust expects all its suppliers to adhere to the same ethical principles. For this purpose, the Trust has drawn up this Supplier Code of Conduct which is based on the United Nations Global Compact:

**1. Laws & Ethical Standards:** All suppliers shall comply with all laws applicable to its business and the country in which it operates.

**2. Supplier Relationships:** The provisions of this Code of Conduct set forth the expectations of all suppliers with whom the Trust does business. The Trust expects that these principles apply to suppliers, parent entities and subsidiary or affiliate entities, as well as all others with whom they do business including employees, subcontractors and other third-parties. The Trust expects that suppliers ensure that this Code of Conduct is communicated to the employees and subcontractors of all suppliers, and that it is done in the local language and in a manner that is understood by all.

**3. Forced Labour:** The Trust expects its suppliers to prohibit any use of forced, bonded or compulsory labour.

**4. Child Labour:** The Trust expects its suppliers, at a minimum, not to engage in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child. The minimum admission to employment or work shall not be less than the age of completion of compulsory schooling, normally not less than 15 years or 14 where the local law of the country permits, deferring to the greatest age. Additionally, all young workers must be protected from performing any work that is likely to be hazardous or to interfere with the child's education or that may be harmful to the young worker's health or wellbeing.

**5. Discrimination:** The Trust expects its suppliers to follow all relevant legislation, regulations and directives in the country in which they operate in respect of discrimination legislation including any hiring and employment legislation on the grounds of race, colour, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.

**6. Working Hours:** The Trust expects its suppliers to comply with all applicable working hour requirements as established by local law.

**7. Human Rights:** The Trust expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

**8. Health and Safety:** The Trust expects its suppliers to follow all relevant legislation, regulations and directives in the country in which they operate to ensure a safe and healthy workplace or any other location where production or work is undertaken.

**9. Anti-Corruption:** The supplier shall operate in accordance with international anti-corruption standards as stated in the United Nations Global Compact and local anti-corruption and bribery laws including the Bribery Act 2010. For the avoidance of doubt, the supplier may not offer services, gifts or benefits to Trust employees in an attempt to influence that employee's conduct in representing the Trust.

**10. Environment:** The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. We expect our suppliers to strive to support the Trust's climate protection goals through the products and services they deliver (e.g. by providing relevant data on climate protection). In this regard, we also expect our suppliers to take climate protection appropriately into account in their own operations, for example by setting climate protection goals for themselves and achieving them.

**11. Modern Slavery:** The Trust expects its suppliers to follow all relevant legislation, regulations and directives relating to eradication of Modern slavery

**12. Compliance with the Trust Code of Conduct for Suppliers:** The Trust reserves the right upon reasonable notice to check supplier's compliance with the requirements of this Code of Conduct. The supplier agrees that it is responsible for controlling its own supply chain.