



## Master of Ceremonies “Pals” Supplier Code of Conduct

### Introduction to the Supplier code of conduct

Pals (Master of Ceremonies Ltd) is committed to ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that our suppliers run business in an ethical and environmentally responsible way.

This supplier code of conduct is applicable for all current suppliers who support the production and distribution of our products.

This supplier code of conduct is in alignment with the sustainability commitment of Pals which can be found here: [drinkpals.com/sustainability](http://drinkpals.com/sustainability).

### Supplier Assessment & Monitoring

- We require all potential suppliers to complete a pre-screening questionnaire related to the principles in this code.
- From September 2021, we require all current suppliers to sign this code of conduct and maintain the practices in the code for as long as you are supplying our business.
- Suppliers are able to provide Pals with documentation which demonstrates compliance with this Code on request.
- Pals reserves the right to confirm adherence to this Code of Conduct through regular meetings with the supplier and onsite visits from time to time.

### Non compliance with the code:

In the instance of an ongoing breach of this Code, Pals will conduct an investigation and review of the supplier. If any supplier has been found at a later date to have misled over any terms relating to this Code, we will seek to recover costs and related expenses.

### Ethics and Corruption

- Suppliers must comply with all local laws and regulations including anti-corruption and anti-bribery laws and regulations.
- Suppliers must never offer, promise or accept bribes and not participate in or facilitate corrupt activities of any kind.

### Positive Labour Practises

We expect our suppliers to be providing a fair, equal and ethical working conditions for all employees and be committed to providing a workplace that is free from discrimination, harassment and ensures no form of abuse is tolerated.

The following points are based on the [Ethical Trading Initiative \(ETI\) Base Code](#) and it is expected that all of Pals suppliers provide a workplace where:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- All employees are at least paid the minimum wage.
- Working hours are not excessive, in line with national laws.
- No discrimination is practised.
- Regular employment is provided, in line with national laws.
- No harsh or inhumane treatment is allowed.



### **Diversity and Inclusion:**

We're committed to ensuring that we create a diverse and inclusive workplace and community that all voices are heard and appreciated and we expect our suppliers to do the same. Please note, we will give preference to suppliers with diverse leadership or ownership.

- We expect all of our suppliers to be an Equal Opportunity Employer and oppose all forms of discrimination.
- Everyone has equal access to the benefits of employment, training and promotion.
- Actively encourage and support diversity in the workforce and commit to ensuring no employee or future employee is disadvantaged due to any discriminatory factors.

### **Positive Environmental Practises**

We want to head towards Pals becoming a circular business, meaning reducing landfill and pollution and moving towards renewable energy wherever possible and we need all of our suppliers to come on this journey with us to improve our impact on the planet.

Expectations of suppliers environmental practises:

- Be compliant with all applicable laws and regulations regarding the protection and preservation of the environment.
- Suppliers must comply with all local and national applicable air emission laws
- Dispose of waste (including chemicals) in accordance with local environmental laws and regulations and have an environmental management system to measure, manage and minimise waste and adverse environmental impacts (recycling program, hazardous waste disposal, chemical waste disposal).
- Suppliers must comply with all applicable local laws and regulations relating to the use of water including their management of wastewater.
- All hazardous and non-hazardous chemical emissions must be tracked throughout the supply chain. How chemicals are disposed of must be documented and reports must be available for inspection.
- Pals avoids airfreighting any items at all costs and expects our suppliers to do the same. Where possible, ensure delivery of raw materials or other items is via rail, road or sea.
- Proactively look for opportunities for conservation of natural resources, recycling, source reduction and pollution elimination, to ensure cleaner air and water and to reduce landfill wastes.
- Have an sustainability strategy in place to reduce suppliers' environmental impact and ensure all employees are aware of it.
- Collaboratively work with us to measure and minimise Pal's carbon footprint through the following impacts: energy, natural gas, waste, water and wastewater.



**Alcohol Consumption**

We expect suppliers to have health and safety programs in place when handling and tasting ethanol to ensure the safety of their employees.

Acknowledged and agreed to by:

Supplier name: \_\_\_\_\_

Your name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_