

Datagraphic

Supplier Code of Conduct

2026



Executive Summary

At Datagraphic, we have established a powerful triple lock approach to sustainability:

1. **As a B Corp certified company**, we have been independently verified to meet high standards of social and environmental responsibility, not just financial performance
2. **Having Science Based Targets initiative (SBTi)** approve and validate our near-term and net-zero carbon reduction targets aligns us with the latest climate science
3. **Being a signatory to the UN Global Compact** aligns our operations with ten universal principles on human rights, labour, the environment, and anti-corruption, and supports the wider UN Sustainable Development Goals (SDGs).

This is a rare combination for a UK company, which our clients and wider stakeholders value. It underpins the high standards of performance, accountability, and transparency we have in place across our operations.

Having this triple lock approach means Datagraphic leads the way on measurable sustainability in our sector, but we refuse to stand still, and your support is invaluable.

To maintain our sustainability standards and strengthen our Environmental, Social and Governance (ESG) maturity against global best practices, as a Datagraphic supplier, we ask that you comply with our Code of Conduct. We also welcome and encourage you to work innovatively with us to continuously improve our ESG position, as responsible business delivers positive results for everyone.

Thank you for your continued support.



Peter Wells
Responsible Business Manager



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Supplier Code of Conduct

At Datagraphic, as a **Certified B Corp**, **UN Global Compact signatory**, and having **SBTi** approved carbon reduction targets, we commit to operating at the highest environmental stewardship, social responsibility and governance levels, and expect our suppliers and their supply chain to uphold the same principles.

As a Datagraphic supplier, this Code of Conduct sets out the minimum standards we require of your organisation, and in being a supplier, you agree to comply with this Code.

Please note that any reference to 'Supplier/s' hereafter in this Code is a collective term for your organisation and your supply chain.

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to **human rights, labour, health and safety, anti-bribery, anti-corruption**, the **environment** and **data protection**.

Supporting our commitment to the UN SDGs:

16 Peace, Justice, and Strong Institutions

2. Human Rights and Labour Practices

Suppliers must respect and protect human rights. We expect:

- No use of child labour, forced labour, or modern slavery
- Fair, respectful and equal treatment of all workers, with zero tolerance for harassment, discrimination, bullying or abuse
- Fair wages and benefits in line with applicable legislation and legal minimum wage rates, with the Real Living Wage preferred
- Reasonable working hours, adequate rest periods, and compliance with overtime regulations
- Respect for workers' rights to Freedom of Association and Collective Bargaining where permitted by law.
- Full compliance with the principles of the UK Modern Slavery Act, and appropriate controls to identify and mitigate modern slavery risks

Supporting our commitment to the UN SDGs:

08 Decent Work and Economic Growth

10 Reduced Inequalities



3. Health and Safety

Suppliers must provide a safe and healthy working environment for workers. As an ISO 45001 certified company, we expect suppliers to:

- Meet all applicable Occupational Health and Safety (OH&S) legislation
- Have effective OH&S management systems that identify, assess, and mitigate risks
- Provide role-based OH&S training, supervision and protective equipment
- Promote safe systems of work and well-being to workers
- Prevent accidents, injuries, and work-related ill health.

Supporting our commitment to the UN SDGs:

03 Good Health and Well-being

08 Decent Work and Economic Growth

4. Environmental Responsibility

Suppliers must work to minimise their environmental impact by:

- Reducing waste, greenhouse gas emissions, energy and water consumption
- Implement appropriate pollution prevention and waste management measures
- Sourcing materials responsibly (e.g. FSC® certified paper and board)
- Contribute to a circular economy (e.g. reuse, recycle where possible)
- Actively monitor and continuous improvement environmental performance, including efforts to align with science-based targets where relevant.

Supporting our commitment to the UN SDGs:

03 Good Health and Well-being

08 Decent Work and Economic Growth



5. Ethical Business Practices

Suppliers must operate ethically and with integrity. We expect:

- Zero tolerance for any form of bribery, corruption, extortion, or fraud
- Protection of all confidential information, intellectual property, and personal data in line with our Data Sharing Agreement, UK GDPR and any applicable data protection laws
- Any actual/potential conflicts of interest to be declared immediately to Datagraphic.

Supporting our commitment to the UN SDGs:

16 Peace, Justice, and Strong Institutions

6. Continuous Improvement

We encourage suppliers to continuously improve their sustainability performance and welcome dialogue on how we can work together to raise standards.

We commit to supporting suppliers by building and incentivising Supplier Sustainability Management to continuously improve ESG performance. Specifically, we will:

- Share resources and best-practice findings on sustainability topics
- Offer training and capacity-building opportunities where relevant
- Recognise and reward strong ESG performance through mechanisms such as:
 - Preferred supplier status
 - Longer-term contracts
 - Public recognition
- Work together to address shared sustainability challenges and seek opportunities for innovation across the supply chain.

We believe collaboration and positive incentives deliver better long-term outcomes than compliance alone.

Supporting our commitment to the UN SDGs:

08 Decent Work and Economic Growth

12 Responsible Consumption and Production

17 Partnerships for the Goals



7. Supply Chain Due Diligence

Suppliers must extend the principles of this Code to their suppliers and sub-contractors. This includes:

- Conducting appropriate due diligence on strategically important and high-risk suppliers and sub-contractors to identify and mitigate risks of adverse impacts on human rights, labour, health and safety, the environment and data protection within their supply chains.
- Supporting material traceability where required (i.e. FSC® Chain of Custody)

Supporting our commitment to the UN SDGs:

08 Decent Work and Economic Growth

12 Responsible Consumption and Production

16 Peace, Justice and Strong Institutions

8. Monitoring and Compliance

Datagraphic reserves the right to monitor and assess supplier compliance with this Code through questionnaires, audits, certifications, reviews or other appropriate methods.

Suppliers are expected to:

- Maintain policies, procedures, and records demonstrating compliance
- Notify Datagraphic of any significant breaches relating to this Code
- Cooperate with reasonable requests for information or corrective actions

Suppliers must cooperate fully with any compliance reviews. Non-compliance may result in corrective action plans, suspension, or termination of the business relationship.

Supporting our commitment to the UN SDGs:

16 Peace, Justice and Strong Institutions

17 Partnerships for the Goals



Version Control

This Code of Conduct is reviewed regularly and revised as required to support compliance with changes to legislation or operational needs.

Document Information

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Approved by:	Peter Wells – Responsible Business Manager
Author:	Suzanne Beech – Marketing Director
Owner:	Peter Wells – Responsible Business Manager

This document is:

- Effective from the Version and Issue date above. It supersedes previous versions, which are withdrawn and hard copies destroyed.
- Effective for Datagraphic Limited and Datagraphic Group Limited (Herein referred to as “Datagraphic”).
- Uncontrolled when printed. The 'master' document is held securely within our IT system. All documents, policies and procedures are controlled following the procedure for controls, documents and records.
- Subject to change by Datagraphic in line with changes in statutory law, case law and best practice.

Document History

Date	Version	Author	Description of change
01/05/2024	1.0	S Beech	The old Code of Conduct was discontinued and completely rewritten. As document owner, P Wells approved the new version, which was published.
10/05/2025	1.1	P Wells	A review of the Code of Conduct was done to ensure it is still fit for business needs. Reissued with additions to commitment 7.
11/05/2026	1.2	P Wells	A review of the Code of Conduct was done to ensure it is still fit for business needs. Reissued with the addition of aligning with the UN SDGs.



Questions

If you have questions about the contents of this Code of Conduct, please contact:

Peter Wells

Responsible Business Manager

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Datagraphic

Certified



Corporation

Registered companies: Datagraphic Group Limited (Reg No: 01215380) and Datagraphic Limited (Reg No: 02913191).
Both registered in England at: Ireland Industrial Estate, Adelphi Way, Staveley, Chesterfield, S43 3LS.

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