



Supplier Code of Conduct

Sixsense Limited operates its business with integrity, in a responsible and sustainable manner, striving for strong supplier relationships built on a foundation of trust, shared values and transparency to help drive and improve performance.

We expect our employees to treat suppliers with fairness, respect and to work jointly in building trust to enable collaborative and constructive working relationships. In return we expect our suppliers to honour the same principles.

The supplier code of conduct details what we expect from our supply chain, it acts in a reciprocal way in respect of our suppliers and sets out the behaviours we would expect of each other, including fair access to opportunities for all suppliers and equal treatment throughout the selection process.

The supplier code of conduct is not intended to be legally enforceable, to create any legal obligations or rights or to undermine our contracts with suppliers or the rules we set out when we procure our goods and services, which always will take precedence. For the avoidance of doubt, the supplier code of conduct does not take precedence where the courts or other institutions have jurisdiction.

Health & Safety

It is the policy of Sixsense Limited to ensure that the working conditions within the Company are safe and healthy for all their employees.

All employees have the right and obligation to stop and report unsafe work. Sixsense Limited have in place a procedure detailing the steps to be taken when the works activities or site conditions are unsafe. This procedure SIX HSE-GD/PR-015 gives all of our employees the right to refuse to work on the grounds of health and safety.

Sixsense Limited expect their supply chain to ensure that all their employees are aware they have the right and obligation to stop and report unsafe work. All Employees have the relevant training for the role they carry out including adequate PPE and that they will work together with Sixsense Limited and their supply chain for continuous improvements.

Fairness, Inclusion and Respect

Sixsense Limited are committed to giving every employee equal opportunity, whatever their background and irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of inappropriate behaviour, harassment, victimisation, unlawful and unfair discrimination. The same is expected of our supply chain and that working conditions, hours and wages comply with all national and local laws as a minimum.

Sixsense Limited expect their supply chain to work in accordance with The Equality Act 2010.

Sustainability

Sixsense Limited are committed to operating in a socially and environmentally responsible manner throughout their operations and are continuing to improve their performance. Combining skills of geotechnical and environmental engineering, they make a positive contribution towards sustainable development.

Sixsense Limited will use small, medium enterprises and local suppliers wherever feasible.

Sixsense Limited expect their supply chain to work in a sustainable and environmentally responsible manner, continuously seeking improvements. Alternative sustainable products should always be offered.



Modern Slavery and Human Trafficking

Sixense Limited and their supply chain must comply with all applicable human rights and employment laws in the jurisdictions in which they work. This includes complying with the provisions of the Modern Slavery Act 2015.

There shall be zero tolerance for any form of human trafficking, child, forced or compulsory labour, including such practices as the unlawful or illegitimate withholding of wages.

Any member of the supply chain must not allow any practice that would restrict free movement of employees. For example, requiring employees to hand over identification documents, passports or work permits as a condition of employment.

Anti-Corruption and Anti Bribery

The culture of our Company is the most important defence against bribery. This culture is enshrined in the "Vinci Code of Ethics and Conduct" ("the Code") published by our ultimate parent Vinci SA and which is freely available to staff and third parties.

Sixense expects each employee to undertake their tasks with integrity, fairness and respect. These values are encompassed in rules governing our behaviour many of which specifically direct our behaviour in respect of the avoidance and non-tolerance of bribery.

It is the policy of Sixense Limited that any Employee who is involved with either committing bribery or being bribed will be disciplined, such acts being considered Gross Misconduct and therefore subject to instant dismissal.

Sixense Limited demand that suppliers shall adhere to anti-corruption laws, including but not limited to the Bribery Act 2010. Sixense Limited have zero tolerance of any form of corrupt practices. It is expected that our supply chain also conducts their business with integrity, without corruption and bribery.

Information and Data

The EU General Data Protection Regulation (GDPR) is a major new piece of legislation which came into force across the EU on 25 May 2018. It provides a single data protection law for the whole EU. It is Brexit-neutral in that the government has said it will apply in the UK even after Brexit through the new Data Protection Act. The new stringent data protection requirements apply to all organisations in the EU (and it is even extra-territorial in that it also applies to many organisations entirely outside of the EU).

Sixense Limited complies with GDPR and expect their supply chain to do so also.

Furthermore, Sixense expect the supply chain to keep information about Sixense Limited confidential even after a contract is completed and destroy personal information within the prescribed time limits.

Audits

Sixense Limited reserve the right to audit their supply chain if deemed necessary.

Sixense Limited expect their suppliers to audit their own supply chain and rectify any noncompliance immediately. Where a non-compliance occurs, Sixense Limited will endeavour to assist to help resolve the non-compliance, however failure by the supplier to rectify any non-compliance may result in being removed from the supply chain of Sixense Limited.

Richard Piggin, General Manager