

Supplier Standards of Conduct



As TRL continually strives to deliver high performance for its clients and the company, TRL is committed to ethical and professional standards. It is TRL's policy to comply with all applicable laws and regulations of the countries and regions in which it operates and to conduct TRL business activities in an honest and ethical manner. TRL expects its suppliers to apply the same high standards and must agree to the TRL Supplier Standards of Conduct. The supplier declares herewith:-

Legal compliance

- to comply with the laws of the applicable legal system(s).

Respect for the basic human rights of employees

- to promote equal opportunities for, and treatment of, its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to not use slave labour, illegal child labour or forced labour;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws.

Health and safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use a reasonable health & safety management system.

Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system.

Information security

- to protect and responsibly use the intellectual assets and confidential information of TRL, abide by applicable data privacy regulations and comply with TRL's requirements relating to confidentiality, security, data privacy, and intellectual property protection.

Integrity

- to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law;
- to not provide gifts to TRL staff to obtain or retain business or to influence a decision;
- implement adequate procedures to comply with applicable anticorruption laws.

Supply chain management

- to use reasonable efforts to promote among its suppliers compliance with this Supplier Standards of Conduct;
- to ensure your suppliers comply with the laws of the applicable legal system in the country or countries in which they carry out business;

TRL reserves the right, upon reasonable notice, to check compliance with the requirements of the Supplier Standards of Conduct. Any breach of the obligations stipulated is considered a material breach of contract by the supplier.