

Supplier Code of Conduct

Document Owner: Mark Evans

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Supplier Code of Conduct for Jnoad Design and Construction Business

Introduction

Jnoad is committed to the highest standards of ethical conduct, integrity, and excellence in its operations and relationships with all stakeholders. This Supplier Code of Conduct ("Code") outlines the principles and expectations for our suppliers and partners, setting a framework for collaboration built on trust, transparency, and mutual respect. By partnering with Jnoad, suppliers acknowledge their responsibility to uphold these values and ensure compliance with UK legislation, regulations, and best practices.

Core Values

We expect our suppliers to embrace the following core values which guide our business operations and interactions:

- **Creativity:** Innovating through design and construction solutions that drive value, quality, and efficiency.
- **Collaboration:** Building strong, cooperative relationships with all stakeholders for successful project outcomes.
- **Excellence:** Delivering exceptional results in every aspect of our business, from project delivery to customer satisfaction.
- **Integrity & Accountability:** Operating with honesty, fairness, and transparency in all business.
- **Ethical:** promoting fairness, and respect in all business.

Supplier Responsibilities

1. Compliance with Laws and Regulations

Suppliers must ensure full compliance with all applicable UK laws, regulations, Jnoad Public Policy ([Jnoad Limited - MEP Design Consultancy & Installation](#)), codes of conduct, including but not limited to:

- **The Health and Safety at Work Act 1974**
- **The Modern Slavery Act 2015**
- **The Equality Act 2010**
- **The Data Protection Act 2018 and GDPR**
- **Environmental Protection Act 1990**

Identification: Suppliers must conduct internal audits to confirm their adherence to these laws and inform Jnoad of any legal non-compliance.

Training: Suppliers should ensure their staff are regularly trained on the latest legal requirements affecting their business.

2. Ethical Business Practices

We expect all suppliers to conduct their business with the highest standards of honesty, transparency, and fairness.

Suppliers must not engage in bribery, corruption, fraud, or any other unethical conduct in their dealings with Jnoad , its employees, customers, or other third parties.

Identification: Suppliers must establish internal controls to detect and prevent unethical practices.

Training: Suppliers are required to train staff on anti-bribery and anti-corruption practices.

3. Human Rights and Labour Practices

Suppliers must respect and promote human rights as defined by international standards, including the UN Universal Declaration of Human Rights and the Modern Slavery Act 2015.

Identification: Suppliers should identify and assess risks related to human rights and forced labour within their supply chains.

Training: Suppliers must provide training to staff on human rights principles, non-discrimination, and fair treatment..

4. Health and Safety

Suppliers must provide a safe and healthy working environment for all employees and subcontractors, in accordance with The Health and Safety at Work Act 1974 and relevant regulations.

Identification: Suppliers must conduct regular health and safety assessments to identify hazards and risks.

Training: Suppliers must ensure that all workers are provided with adequate health and safety training and resources.

5. Environmental Responsibility

Suppliers are expected to minimize their environmental impact by adhering to all applicable environmental laws, such as the Environmental Protection Act 1990, and by adopting sustainable practices.

Identification: Suppliers must identify and manage environmental risks, including waste management, emissions, and resource consumption.

Training: Suppliers should train their workforce in environmental sustainability practices and encourage the adoption of greener technologies.

6. Quality and Continuous Improvement

Suppliers must deliver products and services that meet or exceed quality standards and work towards continuous improvement. This includes adhering to quality management systems, such as ISO 9001, and implementing corrective actions when necessary.

Identification: Suppliers should establish robust quality control measures and regular assessments of performance.

Training: Suppliers must provide training in quality assurance and improvement practices for their teams..

7. Data Protection and Confidentiality

Suppliers must comply with the Data Protection Act 2018 and the GDPR to ensure the protection and confidentiality of all personal and business data shared with Jnoad .

Identification: Suppliers must conduct regular data audits and risk assessments to ensure personal data is being handled securely.

Training: Suppliers must train staff on data protection policies and the proper handling of sensitive information.

8. Monitoring, Reporting, and Enforcement

Monitoring: Jnoad may periodically assess the performance of suppliers against the criteria set out in this Code. This could include site visits, audits, and reviewing compliance documentation.

Reporting: Suppliers are encouraged to report any violations of this Code via a confidential reporting mechanism. Any concerns will be handled promptly and professionally. Email Mark@Jnoad.co.uk or alternatively through the website contact.

Enforcement: Suppliers failing to adhere to this Code may face corrective action, including the termination of their contracts with Jnoad . Repeat or severe violations of the Code may result in permanent disqualification from future projects.

9. Conclusion

By working with Jnoad , suppliers agree to uphold the standards and expectations outlined in this Supplier Code of Conduct. Our commitment to ethical practices, collaboration, and continuous improvement ensures that we maintain a high level of excellence in every project we undertake. Together, we will create positive and lasting impacts on our communities, the environment, and our industry.

9. Approval

Approved by:

Mark Evans
Policy Owner



Date: 29th September 2025

Supplier Acknowledgement

By signing this document, the supplier acknowledges and agrees to adhere to the standards outlined in this Supplier Code of Conduct. This document is subject to review and modification as needed to stay aligned with legal or business requirements.

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