

## Code of Conduct

This Code of Conduct has been adopted by UK Biobank. Organisations working with us will need to commit to the following:

1. accept accountability and take ownership of business ethics, and ensure consistent understanding of business ethics across the organisation at all levels
2. conduct all business relationships with respect, honesty and integrity, and avoid causing harm to others as a result of business decisions
3. put ethical policies and procedures in place, regularly monitored and updated, and ensure compliance
4. treat all stakeholders fairly and impartially, without favour, or discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation
5. commit to eradicating unethical business practices including bribery, fraud, corruption and human rights abuses, such as modern slavery and child labour
6. endeavour to meet the Ethical Trading Initiative Base Code standards for employees across their supply chain. These state that:
  - a) employment is freely chosen
  - b) freedom of association and the right to collective bargaining are respected
  - c) working conditions are safe and hygienic
  - d) child labour shall not be used
  - e) living wages are paid
  - f) working hours are not excessive
  - g) no discrimination is practised
  - h) regular employment is provided
  - i) no harsh or inhumane treatment is allowed
7. maintain records in sufficient detail to demonstrate how production sites, Head Office and all other supplier premises are performing against provisions of the Code. These records should be available for inspection on request
8. respond to any reasonable requests for information about procurement and the supply chain promptly, and with sufficient detail for UK Biobank to have confidence that this Code of Conduct is being met
9. put in place appropriate corrective or remedial actions within defined and agreed timeframes where issues are identified that may impact UK Biobank

UK Biobank will ensure that any personnel evaluating suppliers against this Code on its behalf:

- a) are aware of the issues surrounding, and principles of, ethical procurement
- b) are effectively trained
- c) keep knowledge of legislation and issues current through continuous professional development and training

This policy is subject to ongoing review and update