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ETHIOPIAID IRELAND SUPPLIER CODE OF CONDUCT

In line with its work and values Ethiopiaid Ireland is committed to the responsible sourcing of goods, works or services. This Supplier Code of Conduct sets out Ethiopiaid Ireland's expectations of suppliers' conduct with regard to labour and human rights, workplace health and safety, environmental sustainability, safeguarding and any other ethical practices.

PURPOSE AND SCOPE

This code draws upon international standards that advance human rights, safeguarding, and social and environmental responsibility to which Ethiopiaid *Ireland* is committed including the Principles of the UN Global Compact, the UK Modern Slavery Act 2015 and Ethiopiaid Ireland's Safeguarding Policy.

Ethiopiaid Ireland will take seriously any alleged violations with this Code of Conduct and seek alternative sources where conduct of suppliers demonstrably violates this Code and there is no willingness to address the failure to comply within a reasonable timeframe.

The term 'Supplier' as used in this code refers to suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do or seek to do business with Ethiopiaid Ireland or its partners. **It is expected that suppliers apply similar levels of compliance to their own suppliers and subcontractors with whom they work to supply goods, works or services to Ethiopiaid Ireland or its partners.**

These principles form part of the supplier selection process and are subject to continuous monitoring. Where there is a pre- existing relationship with a supplier, the requirements of this code are in addition, and not in lieu of, any legal or contractual agreement between the supplier and ETHIOPIAID IRELAND.

BUSINESS CONDUCT STANDARDS

1. **Human Rights** - Ethiopiaid Ireland expects all of its suppliers to respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses. Ethiopiaid Ireland will seek alternative sources where the conduct of suppliers demonstrably violates anyone's basic human rights, and there is no willingness to address the situation within a reasonable timeframe.

2. **Labour** - Ethiopiaid Ireland expects all of its suppliers to adhere to the following:
    - Employment is freely chosen and there is no forced, trafficked, bonded or involuntary prison labour;
    - Child Labour, as defined by the International Labour Organization[1], shall not be used;
    - Goods and services purchased are produced and developed under conditions that do not involve the physical abuse, verbal or sexual harassment, or exploitation of any persons including - but not limited to – children, women and minority groups;
    - The rights of staff to freedom of association and to collective bargaining are respected;
    - Wages paid are adequate to cover the cost of a reasonable living;
    - Working hours are not excessive;
    - Working conditions are safe and hygienic;
    - No discrimination is practicedin respect of employment and occupation;
    - Regular employment is provided;
    - No harsh or inhumane treatment of staff is tolerated; and
    - Local labour laws adhered.

[1] Ref. What is child labour | International Labour Organization (ilo.org)

3. **Safeguarding** - Ethiopiaid Ireland believes in the intrinsic dignity of every person, celebrates difference and aims to create relationships of mutual respect wherein the rights and dignity of every person are respected. Ethiopiaid Ireland is committed to safeguarding children (anyone under 18 years old) and adults (who may be vulnerable) from any form of exploitation, abuse, or harassment. Any supplier, contractor or subcontractor working for, or on behalf of, Ethiopiaid Ireland must share this commitment and abide by Ethiopiaid Ireland's Safeguarding Policy.

4. **Environment** - Ethiopiaid Ireland is committed to reduce its reliance on finite and scarce resources and to minimise the environmental impact of its operations including its supply chain. To meet this end, Ethiopiaid Ireland expects all its suppliers to comply with all applicable legislation and statutory requirements as well as demonstrate commitment to meet the following standards:
    - Climate change - to reduce Greenhouse Gas (GHG) emissions associated operations;
    - Waste - to adopt policies to reduce pollution and minimize the generation of waste, and to reuse and recycle;
    - Energy - to reduce energy consumption and where practicable use energy from renewable resources;
    - Transport and travel - to strive for efficient transportation systems for staff travel and transportation of products and services.
    - Conservation - to minimise the impact of operations on fauna, flora and

land to conserve biodiversity and habitats including the sustainable sourcing of wood and forest products;
- Water - to manage water use efficiently and to minimize impact on water sources.
- Land - to respect the rights to land tenure of local communities and indigenous people impacted by its operations, including its raw material sourcing.

5. **Ethical** - Ethiopiaid Ireland will seek alternative suppliers if involved in the following activities:
   - Manufacturing or sale of arms;
   - Tobacco production and sale;
   - Production, publication or broadcast of adult entertainment;
   - Activities that violate fundamental human rights as set out in the International Bill of Rights.
   - Extractive industries;
   - Involvement in, colluding with or purchasing timber from illegal logging operations;
   - Political involvement or activities that might compromise Ethiopiaid Ireland's independence;
   - Active lobbying to undermine public policies to tackle climate change or pushing for continued expansion of fossil fuel use;and
   - Import and/or sale of Israeli settlement products.

6. **Restricted and Denied Party Screening** - From a due diligence perspective, Ethiopiaid Ireland is committed to performing the necessary checks to ensure that we do not engage with and/or provide material or financial support to any companies or persons who appear in published sanction lists including terrorists and other blocked parties.

7. **Conflict of Interest** - Suppliers are required to declare any real or perceived conflict of interest before, during or after engagement. Ethiopiaid Ireland's Conflict of Interest Policy should be read in conjunction with this Code of Conduct.

8. **Data protection** – Ethiopiaid Ireland complies and expects suppliers to comply with the relevant Data Protection Laws i.e. all applicable laws and regulations relating to the processing of personal data and privacy including the Data Protection Acts 1998 and 2003, the General Data Protection Regulation 2016/679 (GDPR) and other implementing legislation.

COMPLIANCE

Ethiopiaid Ireland expects all its suppliers to adhere to the standards laid out in this Supplier Code of Conduct and to all applicable laws and regulations in the respective country of operation. Where there is a difference between our standards and the legal requirements, the stricter of the two will apply. Suppliers shall have appropriate systems in place to do so, including a means of confidential reporting of concerns about unethical behaviour or misconduct and mechanism to address issues that arise.

Ethiopiaid Ireland requires its suppliers, or any authorised third parties, to be open and transparent about their supply chains, and to provide any information requested to enable our assessment of labour, environmental and ethical standards in those supply chains and verify compliance with the standards laid out in this Code.

Where suppliers fail to comply with the requirements set out in this Code, Ethiopiaid Ireland reserves the right to terminate any contractual relationship.