

Woodland Group Supplier Code of Conduct

1. We Care, We Connect, We Deliver

We are conscious of the impact that the shipping and logistics industry continues to have on the environment and we strive to be on the right side of change. We recognise the role we can play in our client's supply chains, and we equally ask our suppliers to recognise the role they play in ours. For this reason, we have created this 'Supplier Code of Conduct'.

2. Purpose of This Code

Woodland Group and all its subsidiaries aim to protect and sustain the natural environment by maximising resource efficiency through sustainable means. We recognise our responsibility to ensure that standards relating to people, the natural environment and the communities surrounding the areas we operate are protected, maintained, and continuously supported throughout our operational activities.

For this reason, Woodland Group has introduced this Sustainable Procurement Policy as well as a Supplier Code of Conduct which sets the standards for suppliers to do business with the Woodland Group and its subsidiaries. This policy and the additional Supplier Code of Conduct reflect our commitment to United Nations Paris Agreement to reach net-zero by 2050, as well as the United Nations Sustainable Development Goals. It also highlights our respect for globally recognised standards such as the United Nations Universal Declaration of Human Rights, ISO standards on Health and Safety and Environmental Management, as well as the core labour conventions of the International Labour Organisation (ILO) and sustainable accreditations such as EcoVadis.

Wherever not already bound by law, we commit to encouraging our suppliers to implement the additional principles and standards outlined in the Supplier Code of Conduct to their own business. We also encourage our suppliers to do the same to their own suppliers, contractors, and business partners.

3. Application of the Code

When Woodland begins conducting business with a supplier, said supplier will be asked to complete a 'Supplier General Questionnaire' which includes a requirement to read, acknowledge and commit to complying with this Code of Conduct.

Upon completion and return of this questionnaire, Woodland Group will review the document to better understand where said supplier is on their environmental journey. Preference may then be applied to companies that meet, or exceed the environmental, social and governance (ESG) values set out in this document.

In the case of the supplier in question not yet being in line with the code outlined in the document, we encourage the supplier to establish and implement an improvement plan to meet the requirements of this code, appropriate to the size and scale of the company.

The core aim of this code of conduct is to implement responsible procurement practices in line with United Nations Paris Agreement to reach net-zero by 2050.

By implementing this code of conduct, in the scenario that a supplier severely violates any aspect of the code, Woodland Group and all its subsidiaries would reserve the right to take actions including and up to termination of all contracts with said supplier.

4. Environment and Sustainability Principles:

Woodland Group and all its subsidiaries are devoted to minimising the impact of its activities on the environment, and we urge our suppliers to do the same. At a minimum, suppliers must adhere to all laws and required standards relevant to their operations. However suppliers are encouraged to and will be given preferential treatment if they:

- Ensure they do not commit or are complicit in any serious environmental disasters that have any long term or serious implications on wildlife and the natural environment.
- Carry out annual carbon reports that cover at least scope 1 and 2 emissions using a universal accounting methodology (such as the GHG Protocol) and set out KPIs to begin reducing annual emission levels.
- Develop and implement an environmental management system that identifies risks, monitors performance, and strives for continual improvements to mitigate the environmental impact of the supplier's activities (such as ISO 14001: Environmental Management)
- Apply for an accreditation rating from a relevant platform such as EcoVadis, making use of the feedback for improvement KPIs, and taking action based on these to improve the company's sustainability credentials.
- Promote and implement environmentally friendly technologies internally and encourage others to do the same across their own supply chain (such as alternative fuels, renewable energy, electric vehicles/charging facilities, vehicle efficiency monitoring, etc.)
- Commit to proactively undertaking initiatives to protect and strengthen the environment from harm and degradation as a result of company activities (recycling and efficient waste management, regeneration of natural spaces, etc.)

5. Social, Employment, and Fair Labour Practices:

Woodland Group and all its subsidiaries are committed to creating and upholding a working environment which ensures employees are treated with respect and dignity. We require our suppliers to develop and enforce similar workplace practices. At a minimum, suppliers must adhere to all laws and required standards relevant to their operations. However suppliers are also encouraged to and will be given preferential treatment if they:

- Support and respect the protection of internationally proclaimed human rights laws; and make sure that they are not complicit in human rights abuses in any form.
- Uphold the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour; the elimination of mental and/or physical abuse.
- Work against corruption in all its forms, including extortion and bribery.

6. Governance, Laws, and Ethical Standards:

Woodland Group and all its subsidiaries are dedicated to meeting and wherever possible, exceeding the highest international compliance and ethical standards for the benefit of its employees, and we strongly encourage our suppliers to do the same. At a minimum, suppliers must adhere to all laws and required standards relevant to their operations. However suppliers are encouraged to and will be given preferential treatment if they:

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- Work towards offering employees an actual living wage and reducing the gender pay gap for all employees
- Are supportive of any and all initiatives that encourage diversity and inclusivity in the workplace, and fight against discrimination
- Engage in mental health awareness projects and ensure procedures are in place to help protect employees against burnout and/or bore out
- Offer learning and development opportunities to all employees, ideally through inhouse/on-the-job learning
- Prioritise health and safety in the workplace above all else

Relevant documents: [Woodland Group's Environmental Policy Statement](#) – Reviewed January 2023