

# MM-EYE LTD – SUPPLIER SUSTAINABILITY POLICY

## 1. INTRODUCTION

MM-Eye Ltd is committed to conducting business responsibly and sustainably. We believe our business can make a positive contribution to society and the environment by managing our activities with care and by working with suppliers who share our values and commitment to ethical, social and environmental responsibility.

This policy sets out the minimum standards we expect from our suppliers, contractors and business partners.

## 2. SCOPE

This policy applies to all third parties who supply goods or services to MM-Eye Ltd, including subcontractors and consultants.

## 3. SOCIAL INVESTMENT

MM-Eye Ltd encourages suppliers to contribute positively to the communities in which they operate. This may include:

- Undertaking pro bono or reduced-fee work for not-for-profit organisations
- Making appropriate financial or in-kind contributions to social or environmental initiatives

## 4. ETHICAL BUSINESS & ANTI-BRIBERY

Suppliers are expected to:

- Act with honesty, integrity and transparency
- Comply with applicable anti-bribery and anti-corruption laws, including the UK Bribery Act 2010
- Not offer, give, solicit or accept bribes, facilitation payments or improper inducements

Any suspected bribery or unethical behaviour must be reported to MM-Eye Ltd.

## 5. FAIR EMPLOYMENT & WORKFORCE STANDARDS

Suppliers are expected to:

- Recruit, select and promote employees based on merit and qualifications
- Provide equal opportunities and avoid unlawful discrimination
- Respect diversity and inclusion regardless of race, religion, nationality, colour, sex, sexual orientation, gender identity or expression, age or disability

- Support training, skills development and career progression
- Provide a safe, healthy and respectful working environment free from harassment or offensive behaviour

## 6. COMPLIANCE & RESPONSIBLE CONDUCT

Suppliers must:

- Comply with all applicable laws, regulations and industry codes in the countries where they operate
- Avoid producing work that is misleading, deceptive or intentionally harmful
- Consider the potential social, cultural and human impact of their work, including impacts on minority or vulnerable groups

## 7. ENVIRONMENTAL RESPONSIBILITY

Suppliers are expected to manage and reduce their environmental impact, including:

- Energy consumption
- Transport and travel-related emissions
- Use of paper and other natural resources
- Water usage
- Identification and management of significant sustainability risks within their supply chains

Where proportionate, suppliers are encouraged to measure and improve their environmental performance.

## 8. HUMAN RIGHTS [UPDATED – ALIGNED WITH MODERN SLAVERY ACT]

Suppliers must respect internationally recognised human rights and support:

- Freedom from forced labour, modern slavery and child labour
- The right to fair wages and working conditions
- Freedom of association and the right to collective bargaining
- Freedom of opinion and expression

Suppliers should take reasonable steps to prevent, identify and address adverse human rights impacts within their operations and supply chains, including children's rights.

## 9. MONITORING & COMPLIANCE [NEW SECTION]

MM-Eye Ltd reserves the right to:

- Request information or evidence of compliance with this policy
- Review supplier practices where appropriate
- Terminate relationships where serious or persistent breaches occur

## 10. POLICY REVIEW

This policy will be reviewed annually by the Board of Directors and updated as required to reflect changes in law, regulation or best practice.

**This Supplier Sustainability Policy supports MM-Eye Ltd's Ethics Policy, Modern Slavery Policy and Sustainability commitments.**