

SUPPLIER CODE OF CONDUCT

Policy Statement

This Supplier Code of Conduct sets out the standards we expect from our suppliers and partners in all their dealings with us. This policy applies to all suppliers acting on behalf of Tilstone Partners Limited and Warehouse REIT plc in addition to our direct supply chain.

Our Principles

Child Labour and Modern Slavery

Suppliers must not employ any person who is below the minimum legal age for employment. Additionally, suppliers must not use any form of forced, bonded or compulsory labour, slavery or human trafficking, and must provide appropriate training to their staff. Our suppliers must ensure that the appropriate 'Right to Work' checks are completed on all employees before employment commences.

Suppliers are required to comply with the UK's Modern Slavery Act. For our higher risk suppliers, we expect a Modern Slavery Statement to be published or our Modern Slavery Attestation to be adopted.

Anti-Bribery and Corruption

We have a zero-tolerance approach to all forms of bribery, including improper offers or payments to or from employees, customers, suppliers, organisations or individuals and we expect our suppliers to behave in accordance with this principle.

Facilitation payments are not permitted. These are defined as payments demanded by officials (or others) to secure or expedite the performance of their normal duties.

Suppliers must act in accordance with all applicable international standards and laws on fraud and money laundering and maintain an effective anti-fraud and (where appropriate) an anti-money laundering compliance programme.

Respect and Dignity

Suppliers must treat all employees with respect and dignity, and prohibit physical or verbal abuse or other harassment and any threats or other forms of intimidation. Suppliers must not engage in or support any form of discrimination.

Data and Privacy

We expect our suppliers to respect the privacy and confidential information of all employees and business partners and to protect data under the applicable data privacy laws.

Health and Safety

Suppliers must provide a safe working environment for their employees, contractors and partners in accordance with international standards and national laws. This includes, but is not limited to, the provision of training, applying general principles of risk prevention and ensuring systems are in place to monitor and respond to health and safety incidents.

Environment

Our suppliers are expected to comply with all applicable legislation and international standards and promote recycling, energy and carbon efficiency, reduce wastage and otherwise ensure reasonable practices for managing environmental impacts.

If our suppliers carry out refurbishment works, we require them to adhere to our refurbishment standards which we apply on a “comply or explain” basis.

Our suppliers are encouraged to support local community and charitable causes relevant to their organisation.

Whistleblowing

Suppliers should have a whistleblowing policy in place that enables individuals to speak out whilst being protected from criticism or sanctions if a disclosure is made in good faith. Our whistleblowing policy can be found on our website: [Whistleblowing Policy](#)

Fair and Reasonable Pay

Suppliers shall ensure that their employees are paid fairly and reasonably including any legally entitled or agreed benefits. We encourage prompt payment of subcontractors.

Anti-Tax Evasion

Our suppliers must not engage in any activity, practice or conduct which would constitute either a UK or foreign tax evasion offence and have in place reasonable policies and procedures to prevent facilitation of tax evasion by another person including their employees.

Supplier Standards

Our suppliers are required to be appropriately qualified and insured for their work and to provide supporting evidence if so requested.