



Hermes Supplier Code of Conduct

Hermes is committed to strict observance of all laws and regulations, and to the pursuit of honest and fair corporate activities that conform to the norms accepted by society. We aim to provide safe, reliable and efficient services whilst acting fairly and professionally. These values contained within our Modern Slavery Statement underpin our business and the way in which it operates. We consider that these values are wholly in line with our obligations under the Modern Slavery Act 2015 (the “Act”). We have compiled the Hermes Supplier Code of Conduct (the “Code”) to achieve our goal of living up to this commitment. It lays down the standards of compliance that we expect and demand of those who supply us to ensure that we live up to our high standards. The term “Supplier” encompasses any kind of contractor, supplier or business partner.

We expect our Suppliers to:

- Comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Act.
- Not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4 of the Act if such activity, practice or conduct were carried out in the UK.
- Obtain assurances from their direct subcontractors and suppliers that they are complying with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Act and inform Hermes promptly in the event that they find any non-compliance within their supply chain.
- Specific examples of actions that our Suppliers must take in order to comply with all relevant legislation include but are not limited to:
 - not using slave labour, illegal child labour, forced, bonded or compulsory labour;
 - ensuring that terms of employment are voluntary;
 - ensuring that the workplace is free from discrimination or physical or verbal harassment; and
 - following local laws in respect of health and safety, minimum age requirements, wages, overtime, working hours and the fair treatment of workers.
- Hermes encourages its Suppliers to comply with this Code. The signing of this Code is a commitment from the Supplier to Hermes that they will supply goods and/or services in accordance with this Code.

We agree to comply with Hermes’ Code.

Signed:

Signed on behalf of

Dated: