

SUPPLIER CODE OF CONDUCT

Bachy Soletanche Ltd (BSL) is a specialist geotechnical contractor carrying out ground investigation, foundation, and specialist geotechnical work for the construction industry. BSL is committed to ethical, responsible, and sustainable business practices, fostering strong supplier relationships based on trust, fairness, and transparency. We expect our supply chain to uphold these principles, ensuring compliance with legal, environmental, and social standards.

This Code sets out our expectations of suppliers but does not override contractual agreements or legal obligations.

Health & Safety

BSL prioritises a safe and healthy work environment and expects the same from suppliers. Suppliers must:

- Provide safe working conditions and ensure employees receive appropriate training and PPE.
- Empower workers to stop unsafe work without fear of reprisal.
- Commit to continuous safety improvements in collaboration with BSL.

Fairness, Inclusion & Respect

BSL is committed to equal opportunity and opposes all forms of discrimination, harassment, or victimisation. Suppliers must:

- Comply with The Equality Act 2010 and all relevant labour laws.
- Ensure fair wages, working conditions, and working hours.
- Foster an inclusive and respectful workplace free from unlawful discrimination.

Sustainability & Responsible Sourcing

BSL promotes environmentally responsible procurement. Suppliers must:

- Seek continuous improvements in sustainability and offer alternative sustainable products.
- Prioritise low-carbon materials, energy-efficient equipment, and waste reduction.
- Engage with local SMEs where feasible to support community development.

Modern Slavery & Human Rights

BSL has zero tolerance for modern slavery and human trafficking. Suppliers must:

- Adhere to the Modern Slavery Act 2015 and all applicable human rights laws.
- Prohibit child, forced, or compulsory labour.
- Avoid practices that restrict employee freedom, such as withholding passports or wages.

Anti-Bribery & Corruption

BSL upholds the highest standards of integrity and expects the same from suppliers. Suppliers must:

- Comply with the Bribery Act 2010 and all relevant anti-corruption laws.
- Conduct business fairly and transparently, avoiding conflicts of interest.
- Report any suspected corruption or unethical behaviour.

Approved by:

Tamas Kaltenbacher

Tamas Kaltenbacher (May 7, 2026 14:36:44 GMT+1)

Date:

30/03/2026

Name and Title:

Tamas Kaltenbacher BSL Managing Director

Data Protection & Confidentiality

BSL complies with GDPR and expects suppliers to:

- Handle personal and business data responsibly and securely.
- Maintain confidentiality, even after contracts are completed.
- Destroy personal information within legal time limits.

Compliance & Audits

BSL reserves the right to audit suppliers to ensure compliance. Suppliers must:

- Conduct self-audits and rectify non-compliance promptly.
- Cooperate fully with BSL's audits and improvement processes.
- Understand that failure to address non-compliance may result in removal from BSL's supply chain.

This policy, which is reviewed annually, is communicated to all employees and persons working on our behalf and made publicly available to interested parties via our website.

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Tamas Kaltenbacher BSL Managing Director