Supplier Code of Conduct

1. Introduction

Delton Contracts Services Ltd. is committed to conducting business responsibly, ethically, and sustainably. This Supplier Code of Conduct ("Code") sets out the standards and expectations that all suppliers, subcontractors, service providers, consultants, intermediaries, agents, and others providing goods or services to Delton Contracts Services Ltd. must meet while working with us and throughout their own supply chains. By partnering with Delton Contracts Services Ltd., suppliers agree to comply with this Code in addition to all applicable laws and contractual obligations.

2. Scope and Applicability

This Code applies to all individuals and entities providing goods or services to Delton Contracts Services Ltd., including their employees, subcontractors, agents, and representatives. You must ensure that the principles and requirements of this Code are communicated and cascaded throughout your supply chain.

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3. Compliance with Laws and Regulations

You must comply with all applicable laws, regulations, and contractual obligations in the jurisdictions in which you operate. Where this Code sets a higher standard than local law, you must follow the higher standard. Compliance includes, but is not limited to, labour laws, health and safety laws, environmental laws, anti-bribery and corruption laws, and modern slavery regulations.

4. Ethical Business Conduct

4.1 Integrity and Fair Dealing
You shall conduct business with honesty, fairness, and integrity, treating all individuals and organisations with respect and professionalism. Deliberate misrepresentation, fraud, bribery, corruption, facilitation payments, or other improper conduct is prohibited.

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4.2 Freedom of Expression and Reporting Misconduct

You must report any known or suspected misconduct relating to your business dealings with Delton Contracts Services Ltd. Reports may be made through the appropriate Delton Contracts Services Ltd. contact or a designated reporting channel. Retaliation against anyone making a good-faith report is not tolerated.

5. Health, Safety, and Well-Being

You must provide a safe, healthy, and compliant working environment for all workers and comply with all applicable health and safety regulations. Workers should be trained, equipped, and empowered to perform their roles safely, including the right to stop unsafe work.

6. Labour and Human Rights

6.1 Forced Labour and Modern Slavery You must prohibit all forms of forced, bonded, indentured, trafficked, or involuntary labour. You should have recruitment and employment practices that comply with applicable anti-slavery laws, including the Modern Slavery Act (where applicable).

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6.2 Equal Opportunity and Non-Discrimination

You must provide equal opportunities, fair treatment, and non-discriminatory practices across hiring, compensation, promotion, and all employment aspects regardless of gender, ethnicity, religion, age, disability, sexual orientation, or any other characteristic protected by law.

7. Environmental Responsibility

You must operate in compliance with all applicable environmental laws and regulations. You are encouraged to adopt practices and systems that minimise environmental impact, including waste management, emissions reduction, energy conservation, and sustainable resource use.

8. Conflict of Interest

You must avoid and disclose any actual or perceived conflict of interest that could influence business decisions or impair your ability to act in Delton Contracts Services Ltd.'s best interests.

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9. Data Protection and Confidentiality

Suppliers must protect confidential information and personal data in compliance with applicable data protection laws (such as the UK GDPR where applicable). You must ensure appropriate safeguards to prevent unauthorised access, disclosure, or misuse of information entrusted to you.

10. Fair Competition

You must conduct business in compliance with applicable competition and antitrust laws, avoiding unfair practices such as price fixing, bid rigging, market allocation, or other anticompetitive behaviours.

11. Monitoring, Audit, and Compliance Verification

Delton Contracts Services Ltd. reserves the right to monitor, review, and audit supplier compliance with this Code. You agree to provide relevant information and access as reasonably requested to verify compliance. Suppliers must also ensure their own supply chain partners adhere to equivalent standards.

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12. Consequences of Non-Compliance

Failure to comply with this Code may result in corrective actions, suspension of business relations, termination of contracts, or other remedial measures as appropriate.

13. Acknowledgement

By providing goods or services to Delton Contracts Services Ltd., you acknowledge that you have read, understood, and agree to comply with this Supplier Code of Conduct.

Approved by	G.Singh Director	Signed:	Date 6/3/2025