

SUPPLIER CODE OF CONDUCT

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INTRODUCTION

ES GLOBAL is a lead contractor for major events and projects around the world, designing and delivering relocatable architecture and structures.

The projects we deliver tend to be extraordinary: milestone moments that live long in the memory. The structures behind the scenes are just as enduring, morphing from project to project and site to site to fit the exacting, often time-critical needs of our clients. Employing infinitely adaptable, reusable components, world-leading technical expertise and a show-must-go-on mindset, we find ways to hit our mark, on time, whatever the obstacles.

We bring the same approach to every project, from one-night-onlys to record-breaking residencies. Our experience in the sustainable staging of music, sports, cultural and corporate events means we're sought out at the earliest stages of projects by clients and creative partners. Not just to design and fabricate the best possible solution, but to see the project through from concept to opening, so that what is delivered is exactly what was hoped for.

We set the scene for the extraordinary, as promised, and deliver the impossible, as planned.

PURPOSE

At ES GLOBAL, we are aiming beyond ethical business practices, we are also committed to focus on our sustainability initiatives and converting our efforts into new sustainable business opportunities. We continuously review our environmental and social performance and integrate the corresponding impacts into our strategic decision-making. To ensure our Suppliers are complying with our values and mission it is imperative that we ensure we are supporting products and activities that promote sustainability. We expect our Suppliers to observe the following Code of Conduct (the Code), holding them accountable for their commitment to supporting our environment and society.

We rely on a sustainable procurement process, in which we seek to partner with Suppliers that source materials and/or operate in a manner that is environmentally friendly, responsible, ethical, and reflective of our values as a company.

DEFINITIONS

Supplier(s) - a person or organisation who provide good or services to our organisation, this includes suppliers, vendors, contractors, sub-contractors, labour agencies and/or business partners.








Local and/or National - Suppliers primary head office as well as any additional sites, branches, facilities, or operational locations under the supplier's ownership, management, or control. This definition applies to all locations, regions and countries from which the supplier conducts business activities relevant to the scope of this Code.




SUSTAINABILITY MISSION STATEMENT

ES GLOBAL is bringing our clients on a journey which puts re-usability at the heart of what we do. We work to the principle of designing out waste, re-purposing kit and designing in efficiency. We take pride in maintaining the durability of our products to deliver innovative and creative solutions under tight deadlines. All our re-useable materials have a story to tell, from supporting musicians on stage, playing a

part at the Olympic and Paralympic games, or supporting public health facilities. At ES GLOBAL, we ensure we are creating memorable moments with a more sustainable approach.

Building on the principle of re-usability, we also focused on formulating a strategic action plan with the United Nations Sustainable Development Goals (UN SDGs) embedded in our sustainability framework. We are dedicated to making continuous improvements to our sustainability performance by optimising our resources and expertise to drive for positive sustainable impact at sites we operate while focusing on:

Sustainability Pillars	Aspects	Approach
Environment	Reducing Waste and Achieving Circular Economy	 <p>Achieving circular economy through sustainable consumption and production patterns</p>
	Climate Action	 <p>Take action to combat climate change and minimise its impacts from our operations</p>
Social	Building Safe and Innovative Infrastructure	 <p>Design and build resilient infrastructure, promote inclusive, safe and sustainable and foster innovation</p>
		 <p>Provide access to safe and inclusive green and public spaces</p>
	Fostering Inclusive and Supportive Workplace	 <p>Promoting good health and well-being amongst our employees and the community</p>  <p>Making sure female employees have effective participation and equal opportunities for leadership at all levels of decision-making in our company and the community</p>  <p>Creating equal opportunities and ensure social protection policies are in place to protect our employees</p>

	Supporting the Communities	 <p>1 NO POVERTY</p>	Ensure the vulnerable have access to economic resources and basic services
Governance	Corporate Governance and Business Ethics	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Creating the best workplace environment possible for employees and supporting local small and medium-sized enterprises
	Supply Chain Management	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	Enhance policy coherence for sustainable development and strengthen the global partnership

ETHICAL STANDARD

ES GLOBAL abides by an Ethical Standard, and it is expected that Suppliers to work towards and uphold similar ethical and moral integrity that reflect the same standards of integrity to which we hold ourselves. Suppliers must demonstrate a proactive commitment to operating in a manner that is lawful, transparent, and aligned with internationally recognised principles of ethical conduct.

1. Compliance with Laws and Regulations

Suppliers are required to comply fully with all applicable local and national laws, regulations, and industry standards governing their operations. This includes, but is not limited to, legislation relating to labour rights, health and safety, environmental protection, anti-corruption, data protection, and fair business practices.

We recognise that our Suppliers reserve the right to create and abide by their own employment rules and business regulations, they remain solely responsible for implementing any systems that enable them to comply with this Code. Suppliers must implement robust management systems, controls, and monitoring mechanisms to ensure continuous compliance.

ES GLOBAL possesses the ability to conduct any scheduled audit visits after a 2 week notice and assessments if any breach of conduct is suspected. If we find any of our Suppliers is in direct violation of this Code, ES GLOBAL will take the appropriate measures to assess the situation and determine the imperative next steps.

If deemed necessary, ES GLOBAL reserves the right to terminate relationships with Suppliers who directly and consistently find themselves in violation of our conduct.

2. Product Quality and Safety

Suppliers must ensure that all products and services provided to ES GLOBAL meet the highest standards of quality, safety, and reliability. All goods and services must be safe for their intended use, free from defects, and manufactured or delivered in accordance with all applicable local and national laws, regulations, and industry standards.

Suppliers are required to implement robust quality-assurance and quality-control systems to verify compliance at every stage of production, handling, and delivery. This includes maintaining accurate documentation, conducting regular inspections and testing, and ensuring full traceability of materials and components.

Suppliers must immediately notify ES GLOBAL of any actual or potential safety risks, non-conformities, or regulatory violations related to the products or services supplied. When such issues arise, Suppliers are expected to take prompt corrective and preventive actions to eliminate risks and prevent recurrence.

3. Business Integrity and Ethics

We expect our Suppliers to maintain and uphold ethical business practices. We do not tolerate any form of discriminatory, dishonest, fraudulent, and deceitful behaviour. Furthermore, we strongly condemn corrupt practices, including bribery, corruption, extortion, embezzlement and altered records. Our Suppliers must not solicit or offer any illegal advantages, such as but not limited to secret incentives, gifts and payments.

Suppliers must ensure that their accounts are precise and accurately reflect their recent activities. We encourage Suppliers to maintain records that disclose correct information and are in-line with government regulations.

Suppliers must treat all content and information provided by ES GLOBAL during dealings as confidential and sensitive, and should not share it with any third-party organisation or individual. In certain circumstances, the company may also require suppliers to sign a Non-Disclosure Agreement (NDA) to ensure additional protection of sensitive information. Furthermore, if Suppliers are granted access to any personal information about our clients, we expect them to abide by ethical data protection practices.

4. Working Conditions, Labour Rights and Practices

Suppliers must guarantee that their working environments under their control are safe, healthy and respectful of human dignity. Suppliers must ensure that they abide by the appropriate employment regulation and local labour laws in every country and region in which they operate. This includes, but not limited to legal requirements relating to wage, minimum age of employment, working hours, rest periods, occupational health and safety and provision of safe and humane working conditions.

Suppliers must not allow or tolerate any form of forced labour, bonded labour (including debt bondage), modern slavery, human trafficking, criminal exploitation, domestic servitude or any form of exploitations. All form of coerced, indentured, or child labour exploitation is strictly prohibited. Employment must be freely chosen, and workers must have the right to leave their employment after reasonable notice without penalty or threat. Suppliers must ensure that no worker is subjected to

intimidation, threats, deception, withholding of identity documents, recruitment fees, or any practice that restricts their freedom of movement or ability to terminate employment. Workers must be treated with dignity and respect at all times and must receive fair and lawful compensation during their employment.

The health and safety of all employees should be an utmost priority, and they should be treated and compensated accordingly. Suppliers are expected to implement robust occupational health and safety management systems, conduct regular risk assessments, and take all necessary measures to prevent workplace injuries, illnesses, and hazards. Suppliers are also expected to maintain appropriate insurance coverage to protect their employees in the event of accidents, injuries, or other work-related incidents. Suppliers are also encouraged to obtain certification from recognised management systems (i.e. ISO 45001, IOSH, NEBOSH National Certificate, etc.).

Suppliers must implement appropriate diversity and inclusion measures to prevent and condemn any form of discrimination based on but not limited to gender, race, age, ethnicity, sexual orientation, marital status, nationality, disability, religion, or political affiliation. Suppliers should take the means necessary to intercept violence within the workplace, including violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal and mental abuse of employees.

5. Environment

Protecting the environment is at the core of what we do at ES GLOBAL. We expect our Suppliers to maintain the same level of respect and awareness for their environmental and ecological impact. Suppliers are also encouraged to obtain certification from recognised environmental management systems (i.e. ISO 14001, ISO 50001, ISO 20121, B Corp).

Suppliers shall take proactive action to identify, assess, and manage the environmental impacts associated with their activities, products, and services, and take all reasonable measures to minimise adverse effects on the environment and natural resources.

Suppliers shall address climate-related risks by implementing measures that reduce greenhouse gas emissions, minimise climate impact, and strengthen climate resilience across their operations and supply chains. We also encourage Suppliers to be conscious of the amount of harmful and non-harmful waste they generate, and recommend the implementation of systems that track, measure, re-use, and recycle discarded and unused material.

Suppliers are also strongly encouraged to make a conscious effort to adopt environmentally friendly practices that help offset any negative effects of their businesses and services, such as pollution and hazardous waste. Suppliers should strive to implement humane procedures that prevent the maltreatment and harm of animals.

6. Transport Vehicles

We encourage Suppliers to refer to the Euro emission standards set maximum levels of emissions for new vehicles placed on the market. They should consider the use of low and zero-emission vehicles, such as electric or hybrid-vehicles to deliver materials for ES GLOBAL where possible.

7. Community Engagement

At ES GLOBAL, we take great pride in the relationships we have built with our local community. We encourage our Suppliers to follow suit and strive to engage with their respective local communities, fostering connections that promote harmonious community. We recommend that our Suppliers source their materials and services locally, further supporting smaller and local enterprises.

8. Requirement

When representative of ES GLOBAL makes a request, the Suppliers shall provide the necessary information regarding the sustainability. In case the provided information requires secrecy, please inform ES GLOBAL of it beforehand so that ES GLOBAL can properly handle the information.

9. Implementation of the Code

We trust that our Suppliers will seek to implement this Code properly and efficiently to the best of their abilities. They are at liberty to report any suspected violations and should be ready and willing to provide any information that will assist in learning more about the breach of conduct.

ACKNOWLEDGEMENT PAGE

Recognising that Suppliers reserve the right to create and abide by their own employment rules and business regulations.

By signing this acknowledgement, we confirm that we have read and understood all of the clauses within the Supplier Code of Conduct.

Furthermore, we agree to comply with all of the criteria and recommendations proposed within the conduct.

We understand our commitment to operate responsibly in a manner that is environmentally friendly and safe for our employees.

By working with ES GLOBAL, we will seek to respect the company's sustainability ethos.

Company Name:

Signature:

Name (Print):

Date: