

Purpose

This policy sets out the standards and expectations Avondale Construction Limited requires from all suppliers, including subcontractors, labour agencies, and payroll providers. It ensures compliance with UK legislation, promotes ethical business practices, and supports transparency, fairness, and sustainability across our supply chain.

Scope

This Code of Conduct applies to all organisations and individuals supplying goods, services, or labour to Avondale Construction Limited, whether directly or indirectly.

Legal and Regulatory Compliance Suppliers must:

- Comply with all applicable laws and regulations, including:
 - Employment Rights Act 1996 (Employment bill reform 2025) o Equality Act 2010 o Modern Slavery Act 2015
 - Environmental Protection Act 1990 (Section 34)
 - General Data Protection Regulation (GDPR)
- Ensure all workers are correctly classified (employee, worker, or self-employed) using HMRC's CEST tool or equivalent assessment.
- Maintain accurate records of contracts, payslips, and employment status assessments.

Ethical Labour Practices Suppliers must:

- Prohibit all forms of forced, bonded, or child labour.
- Ensure fair pay, including correct calculation of holiday pay based on all hours worked.
- Provide written contracts or agreements outlining terms of employment or engagement.
- Promote equality, diversity, and inclusion in recruitment and workplace practices.

Health, Safety, and Wellbeing Suppliers must:

- Comply with all relevant health and safety legislation. Including mental health and wellbeing
- Provide a safe working environment and appropriate training and PPE.
- Report incidents and cooperate with Avondale Construction limited health and safety audits.

Environmental Responsibility Suppliers are expected to:

- Minimise environmental impact through sustainable practices.
- Comply with waste management regulations, including Section 34 of the Environmental Protection Act.
- Support Avondale's commitment to Net Zero by 2050 by providing emissions data when requested.

Anti-Bribery and Corruption Suppliers must:

- Comply with the Bribery Act 2010.
- Maintain transparent financial practices.
- Report any unethical behaviour or conflicts of interest.

Data Protection and Confidentiality Suppliers must:

- Comply with GDPR and ensure secure handling of personal and sensitive data.
- Respect confidentiality agreements and protect Avondale's proprietary information.

Monitoring and Enforcement

- Avondale will conduct regular audits and reviews of supplier practices.
- Non-compliance may result in corrective action, suspension, or termination of contracts.
- Suppliers must cooperate with investigations and provide requested documentation promptly.

Reporting Concerns

Suppliers and their workers are encouraged to report concerns via Avondale's Whistleblowing Policy. Reports will be managed confidentially and without retaliation.

Responsibilities

Suppliers: Ensure full compliance with this Code and cascade requirements to their own supply chains.
Avondale Procurement & HR Teams: Monitor compliance, conduct audits, and manage supplier relationships.

Policy Review

This policy will be reviewed annually or in response to legislative changes or operational needs.

Signature:



Managing Director

Nick Curran

Date 25/11/2025