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V1 Limited - Supplier Code of Conduct

Introduction

V1 Limited ("V1") is committed to doing business in a fair, responsible manner and we expect our suppliers and partners to share this commitment.

This includes upholding certain principles on human rights, labour practices, and other areas of corporate responsibility.

This Code of Conduct sets out the V1 position, which is consistent with that of our group. Going forward, V1 will only wish to work with suppliers and partners who share our values, within their own business and also their respective supply chains.

Principles

Ethics: V1 encourages a principle of fair market behaviour. This includes protecting the confidential nature of information exchanged whilst doing business and only using that information for the purpose it was supplied.

Legislative Compliance: All transactions must be conducted in accordance with all applicable international, national and regional laws and regulations.

Health and Safety: V1 endeavours at all times to operate responsibly, adhering to best practice health and safety standards and relevant legislation. In this way, V1 aims to protect its employees, contractors, customers and the wider community.

Anti-Bribery and Corruption: A zero-tolerance approach is applied and as such no form of bribery, including improper offers for payments, commissions or kickbacks in whatever form is tolerated.

Human Rights and Modern Slavery: Abuse of any human right, any form of modern slavery, involvement in any human trafficking activity, any child, forced, bonded or compulsory labour or servitude, by or in relation to the Suppliers employees, or the Supplier's suppliers will not be tolerated.

Workplace: V1 supports a position of social sustainability in relation to its employees with a view to contributing to quality of life and job satisfaction. This includes treating employees with respect and dignity; providing a safe and respectful work space without fear of discrimination, harassment or abuse; allowing freedom of association; and providing fair and reasonable employment terms.

Whistle Blowing: It would be difficult to have the corporate policy set out here without acknowledging that every person, every employee has a responsibility to make it work. Toward that end, suppliers are expected to foster a working environment in which employees can safely raise any concerns they have in good faith.



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Summary

Many companies we do business with will already comply with this Code of Conduct, as they are in scope for the reporting requirements set out under the Modern Slavery Act 2015.

However, we believe commitment to these principles should be universal whether enshrined in legislation or simply a matter of 'doing the right thing'.

We assume that in making a commitment to working with V1 is a commitment to adopting and promoting these values along with 'paying it forward' in your own supply chain.

Please contact us at our Ditton Park address (FAO Group Legal, ref Modern Slavery Act) if you cannot adhere to this Code of Conduct.

Otherwise your continued working relationship with V1 shall be deemed acknowledgement and acceptance of this Code of Conduct.

We reserve the right to request further information from suppliers to support Code of Conduct compliance, including but not limited to on-site audits provided reasonable notice is given in writing.

Non-compliance with this Code of Conduct may result in termination of any agreement with any supplier.