



WADE DEACON
TRUST

A COMMITMENT TO EXCELLENCE

SUPPLIER CODE OF CONDUCT

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A GREAT
PLACE
**TO BE A
PART OF**

We are the Wade Deacon Trust. The vision is for every school in the Trust to be an outstanding school where every child receives an exceptional education.

SCOPE OF THIS CODE

This code states the expectations of our suppliers and other third parties doing business with Wade Deacon Trust, and its subsidiary and associate entities. In this code they are referred to collectively as the Wade Deacon Trust. In this instance the definition of a supplier is any individual, business (including affiliates) that is paid a fee for the supply of any goods or services to any part of the Wade Deacon Trust and includes all persons employed by our suppliers be they permanent, temporary, working under contract or instructions from the supplier, full or part-time. This code also states the expectations of those partners not paid a fee, which may include volunteers and organisations, in which Wade Deacon Trust reciprocates with or partnerships with. This can be classified as a “Non-fee Supplier”.

Compliance with this code and our high ethical standards is a mandatory requirement for suppliers and non-fee suppliers to any part of the Wade Deacon Trust, and as such any failure to comply with this code or the laws and regulations of the country in which the supplier and non-fee supplier operates will be fully investigated and appropriate action taken.

<p>Bribery and corruption</p>	<p>We expect our suppliers, other third parties and non-fee suppliers to avoid even the appearance of wrongdoing. suppliers, other third party and nonfee suppliers shall not offer, give or receive bribes, or make or accept improper payments to obtain new business, retain existing business, or secure any improper advantage and never use or permit others to do such things for them. This includes any type of facilitation payment, large or small, even where such payments are perceived as a common part of local business practice or acceptable under local law.</p>
<p>Gifts and hospitality</p>	<p>We expect our suppliers, other third parties and non-fee suppliers not to try and influence or pressurise us or others, or give Wade Deacon Trust employees things that may create a sense of obligation or that could be misconstrued or misrepresented by others, and we don’t want Wade Deacon Trust suppliers, other third parties and non-fee suppliers to be influenced or pressurised in turn through the acceptance of inappropriate gifts or hospitality.</p>
<p>Fraud and deception</p>	<p>We expect our suppliers, other third parties and non-fees suppliers not to gain any advantage of any kind by acting fraudulently, deceiving people or making false claims, or allow anyone else to do so on their or our behalf. This includes defrauding or stealing from the company, a customer or any third party, and any kind of misappropriation of property. Suppliers should always act honestly, fairly and openly, carefully checking or inspecting things that are your responsibility.</p>
<p>False claims</p>	<p>We expect our suppliers, other third parties and non-fee suppliers not to submit false claims, so we insist on complete transparency and documentary evidence, require assessments to be as reasonable and accurate as possible, backed-up and substantiated, and that particular care is taken when calculating and claiming or applying for payment, extension of time, loss and expense, variations, interim and final estimates, valuations and measurements. In return, we will treat supplier claims fairly and honestly</p>

Open and fair competition	We expect our suppliers, other third parties and non-fee suppliers to compete in a marketplace that is fair, open and honest, and we want everyone to know this is how you will always behave. We expect our suppliers, other third parties and non-fee suppliers to comply with competition and anti-trust laws wherever they do business, and we in turn will do the same. Companies that compete fairly and aggressively are companies who will survive and prosper even through tough economic times. We want to work with strong suppliers and partners who succeed on the merits of their service offering, not by resorting to unfair tactics to gain improper advantage.
Contracts	Supplier contracts will usually be in the form of a purchase order covered by our standard terms and conditions or a signed and legally binding supply agreement. We expect our suppliers and other third parties to always use their best endeavours to meet the obligations they commit to under these agreements.
GDPR	Wade Deacon Trust expects its suppliers, other third parties and non-fee suppliers to comply with the current Data Protection Act/General Data Protection Regulation (GDPR)
Social	<p>We expect our suppliers, other third parties and non-fee suppliers to uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.</p> <p>We expect our suppliers, other third parties and non-fee suppliers to treat your employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment against anyone, for example on the grounds of an individual's ethnic descent or national origin, race or colour, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law. You support these aspects also in the selection of your suppliers and subcontractors.</p> <p>We expect our suppliers, other third parties and non-fee suppliers to enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.</p> <p>We expect our suppliers, other third parties and non-fee suppliers to comply with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to local living conditions.</p>

You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards.