



Supplier Code of Conduct

November 2025

Opening Statement

At Reuben Digital Ltd, we are committed to conducting business with integrity, respect, and sustainability. This Supplier Code of Conduct outlines the standards we seek from our suppliers, contractors, and partners. It reflects our core values: **Respect, Integrity, Honesty, Accountability, Loyalty, Compliance, Agility, and Sustainability.**

We believe in building long-term, trust-based relationships with suppliers who share our commitment to ethical practices, environmental responsibility, and human rights. We will provide fair and just trading terms within our supply chain, with preferential terms for SMEs. This Code applies to all suppliers operating in the UK, Indonesia, and any other territories where we do business.

1. Human Rights

Suppliers must:

- Uphold the principles of the UN Convention on Human Rights.
- Ensure non-discrimination, diversity, equity, and inclusion in all operations.
- Prohibit modern slavery, forced labour, and child labour.
- Provide data on diversity and inclusion efforts when requested.
- Support Reuben Digital's commitment to ethical sourcing and human rights risk assessments.

2. Labour Rights

Suppliers are expected to:

- Comply with International Labour Organisation (ILO) standards and local labour laws.
- Respect freedom of association and collective bargaining rights.

- Ensure fair working hours, remuneration, and safe working conditions.
- Train their workers on their labour and employment rights.
- Participate in periodic screening and monitoring to ensure compliance.

3. Health and Safety

Suppliers must:

- Maintain a safe and healthy working environment.
- Comply with all relevant health and safety regulations.
- Implement industry-standard safety practices and provide training where necessary.
- Share their Health & Safety policies upon request.

4. Environment and Emissions

Reuben Digital is committed to reducing its environmental footprint. Suppliers must:

- Have a commitment to reach carbon net zero by 2050.
- Minimise GHG emissions, single-use plastics, and toxic waste.
- Promote responsible water and energy use.
- Provide data on environmental impact and transport emissions.
- Align with Reuben Digital's environmental policies and seek third-party certifications where applicable.

5. Compliance with Laws and Regulations

Suppliers must:

- Comply with all applicable laws and regulations in the UK, Indonesia, and other relevant jurisdictions.
- Avoid any form of illegal or unethical activity.

6. Ethics and Good Governance

Suppliers are expected to:

- Uphold high standards of ethical conduct and governance.
- Comply with anti-bribery, anti-corruption, anti-money laundering, and anti-lobbying laws.
- Demonstrate transparency in business practices and decision-making.

7. Avoiding Conflicts of Interest

Suppliers must:

- Declare any potential conflicts of interest.
- Avoid situations that could compromise their integrity or objectivity.
- Not approach or solicit Reuben Digital staff with the aim of employment

8. Discrimination, Harassment and Bullying

Suppliers must:

- Implement clear policies to prevent discrimination, harassment, and bullying.
- Ensure a respectful and inclusive workplace culture.
- Share anti-harassment policies upon request.

9. International Operations

Suppliers operating in Indonesia or other regions must:

- Adhere to locally relevant ethical recruitment policies.
- Ensure compliance with both local and international standards.

10. Review and Audit

- This Code of Conduct will be reviewed annually.
- Suppliers may be audited periodically, especially if operating in high-risk sectors or regions.
- Non-compliance may result in termination of the supplier relationship.

11. Communication and Enforcement

- This Code is publicly available and shared with all suppliers.
- Suppliers are encouraged to treat this Code as an extension of their working relationship with Reuben Digital.
- Reuben Digital will provide support and guidance to help suppliers meet these standards.