

Supplier Standards

1 Introduction

TGP delivers project logistics services worldwide. Necessarily, this means it operates in a wide range of communities, with differing legal and ethical standards. TGP has made a commitment to consistently implement the highest standards in its business operations, wherever services take place.

TGP does not just follow the letter of the law but strives to complete its activities in the spirit of local and international rules and regulations.

Good business conduct and ethical behaviour, however, extend beyond corruption and anti-competitive behaviour. It involves honesty, in the way we deal with our customers, employees, contractors and the communities we work in.

1.1 Application

These Standards apply to all agents, suppliers, subcontractors, vendors, and service providers working for or on behalf of TGP. All are expected to read, understand, and follow these Standards. If you have any questions, or do not understand some aspect of the Standards, please contact TGP's Compliance Team: Compliance@tglobal.com.

These Standards apply to all activities performed by Suppliers for or with TGP.

In this document, "TGP" means: Trans Global Projects Group of companies, its affiliates, and their respective corporate or joint venture partners, subsidiaries, as well as the officers, directors, employees, and representatives of each of these entities.

In this document, "Supplier" means: all agents, suppliers, subcontractors, vendors, and service providers working for or on behalf of TGP.

These Standards form part of the contractual conditions applicable to all TGP Suppliers. TGP expects Suppliers to apply these Standards to their own subcontractors and partners, maintain policies and management systems to ensure compliance, and support the achievement of responsible business practices across the wider supply chain.

1.2 Purpose

By defining these Supplier Standards, TGP aims to promote accountability, transparency, and continuous improvement throughout its global supply chain. Respecting and protecting the fundamental human rights of all those who work for or with TGP is not only a legal and ethical obligation, but a reflection of our company values and commitment to wellbeing and fairness.

TGP is committed to aligning with the United Nations Guiding Principles on Business and Human Rights. We aim to foster long-term relationships with Suppliers who share our commitment to ethical conduct, safety, environmental protection, and respect for human rights. TGP collaborates with Suppliers to ensure these Standards are understood and embedded across all tiers of our supply chain.

Contents

Supplier Standards	1
1 Introduction	1
1.1 Application.....	1
1.2 Purpose.....	1
2 TGP Supplier Standards.....	3
2.1 Legal Compliance.....	3
2.2 Trade Control, Sanctions and Embargoes	3
2.3 Community Impact	3
2.4 Environmental Responsibility	3
2.5 Confidentiality and Privileged Information.....	3
2.6 Human Rights and Fair Treatment	4
2.7 Ethical Recruitment	4
2.8 Modern Slavery and Forced Labour	4
2.9 Child Labour.....	4
2.10 Employment Conditions and Freedom of Association	4
2.11 Equality, Diversity and Non-Discrimination	4
2.12 Grievance Mechanisms and Whistleblowing.....	4
2.13 Health, Safety and Wellbeing	4
2.14 Drugs and Alcohol.....	5
3 Business Integrity and Ethics	5
3.1 Purchasing Goods and Services and Choosing Business Partners.....	5
3.2 Anti-Competitive Practices.....	5
3.3 Business Travel and Expenses.....	6
3.4 Conflicts of Interests.....	6
3.5 Register of Interests	6
3.6 Transparency and Communication	7
4 Implementation.....	7
4.1 Supplier Approval and Performance	7
4.2 Governance and Oversight.....	7
4.3 Remediation and Corrective Action.....	7
5 Notification.....	7
6 TGP's Whistleblowing Facility.....	8

2 TGP Supplier Standards

2.1 Legal Compliance

TGP operations span international borders and cross into many legal jurisdictions. We expect all Suppliers to conduct business in full compliance with applicable laws and internationally recognised standards.

All activities shall be completed in line with the letter and the spirit of local and international legislation and with any UK legislation designed to regulate the conduct of UK companies abroad.

2.2 Trade Control, Sanctions and Embargoes

International activities and international contacts shall always comply with the applicable governmental rules and regulations regarding export, import, and other foreign trade controls (including those under the Law of the United Kingdom, the United States of America, the European Union, and the United Nations) restricting sales and/or transfers to other countries and parties of commodities, software, technical data, or money.

2.3 Community Impact

As part of its commitment to sustainable, environmentally responsible business practice, TGP works to prevent negative impacts on the communities touched by its operations. Community impact is part of TGP's environmental impact assessments and environmental risk assessments. In sensitive areas, TGP provides points of contact to whom communities can raise concerns. We expect Suppliers to support these efforts.

2.4 Environmental Responsibility

Suppliers shall operate in an environmentally responsible manner and commit to continual improvement in environmental performance by maintaining or aligning with ISO 14001 or equivalent management practices, measuring and reducing energy use, emissions, and waste, promoting resource efficiency, recycling, and pollution prevention, and using sustainable transport and materials wherever feasible.

2.5 Confidentiality and Privileged Information

Information on strategies and operations is a valuable asset and therefore it needs to be treated confidentially. Confidential information includes personal, commercial, and/or financial data as well as information about proprietary ways of working or unannounced business intentions.

Suppliers shall use information only for the purpose for which it was obtained or generated.

No Supplier employee should use information connected to work performed for TGP for their own purposes or transfer it to any third party, outside a contractual basis with TGP to do this.

TGP is often privy to information that is confidential or commercially sensitive in itself or by virtue of the early receipt of this information. TGP is conscious of the need to prevent individuals securing an advantage from this information (including, but not limited to, trading based on the implications of advanced knowledge). As a principle of good business, we observe commercial confidentiality, refrain from unethical use of confidential information and ensure that its employees and partners do the same.

2.6 Human Rights and Fair Treatment

Suppliers shall respect the internationally recognised human rights and ensure that their activities do not cause, contribute to, or perpetuate adverse impacts on human rights. They must maintain policies and due-diligence processes to identify, prevent, and remediate potential or actual impacts, in line with the UN Guiding Principles on Business and Human Rights.

Supplier shall be guided by the principles outlined in the International Bill of Human Rights, the International Labour Organization (ILO) Core Conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

2.7 Ethical Recruitment

Recruitment shall be free from exploitation and coercion. Workers must never pay recruitment fees or related costs. Employers shall bear all employment-related charges and provide contracts of employment in the worker's native language prior to engagement. Suppliers shall ensure that, if used, intermediaries such as employment agencies comply with this requirement.

2.8 Modern Slavery and Forced Labour

Suppliers shall prohibit all forms of slavery, servitude, forced, bonded, or child labour, and ensure full compliance with the UK Modern Slavery Act 2015, including Section 54 "Transparency in Supply Chains." They shall implement proactive measures to reduce risk within their operations and supply chains, with particular attention to vulnerable groups and migrant workers.

2.9 Child Labour

TGP will not tolerate child labour. TGP upholds the minimum working age of 15 years, or the legal minimum working age in the country of operation -whichever is higher- in accordance with International Labour Organization (ILO) Conventions.

2.10 Employment Conditions and Freedom of Association

Suppliers shall verify workers' legal right to work prior to employment, provide written terms and conditions before work begins, comply with laws on working hours, pay, benefits, rest periods, and leave, respect the right to form or join trade unions and to bargain collectively, and facilitate worker representation and communicate outcomes transparently.

2.11 Equality, Diversity and Non-Discrimination

Employment decisions must be based solely on ability, experience, and performance. TGP will not tolerate discrimination, bullying, harassment, or victimisation on any grounds such as gender, race, disability, age, religion, or sexual orientation.

2.12 Grievance Mechanisms and Whistleblowing

All workers must have access to grievance channels and whistleblowing mechanisms that are confidential, accessible, and free from retaliation. Processes should be inclusive, enabling marginalised or vulnerable workers to raise concerns safely and receive remedy.

2.13 Health, Safety and Wellbeing

Suppliers shall provide a safe, clean, and healthy workplace with adequate welfare facilities. They shall assess and control risks, maintain safety systems, train workers appropriately, and implement

safeguards including fire protection, personal protective equipment, and restrictions on hazardous work. TGP will not tolerate harassment, abuse, or any inhumane treatment, including gender-based violence.

2.14 Drugs and Alcohol

Suppliers shall maintain a workplace that is free from the risks associated with drugs and alcohol. Workers must not report to work or undertake any activity on behalf of TGP while under the influence of alcohol, illegal drugs, misused prescription medication, or any substance that may impair judgement, performance, or safety. Suppliers shall implement appropriate controls such as testing, supervision, and fitness-to-work assessments where required by law, client requirements, or the nature of the work undertaken. Any incident, suspected impairment, or breach relating to drugs or alcohol that could affect the safety of personnel, equipment, cargo, or operations must be reported to TGP immediately per Section 4 – Notification.

3 Business Integrity and Ethics

Suppliers must uphold the highest standards of integrity and transparency by complying with all applicable anti-bribery, anti-corruption, and trade-control laws, avoiding conflicts of interest and promptly disclosing any that arise, protecting confidential information and personal data under data-protection legislation, and reporting suspected unethical or illegal activity via TGP's whistleblowing or ethics channels. HLD 135b - Anti Bribery and Corruption Rules.

As a point of principle, TGP never offers, accepts, or gives in to any form of bribery or inducement payment. Procedures and financial record keeping have been implemented to ensure that deviations from this policy will be detected easily. Any deviation is subject to investigation, disciplinary action and / or reporting to the relevant authorities. TGP undertakes every business activity in strict compliance with the UK Bribery Act 2010 and the Anti Bribery and Corruption Rules (HLD 135b).

3.1 Purchasing Goods and Services and Choosing Business Partners

It is important that business partners are chosen carefully so that commitment to these Standards is not undermined. Supplier shall:

- Purchase goods and services based on ethics, quality, schedule, and price.
- Treat all those with whom they trade with integrity.
- For work performed in connection with TGP, only select agents, suppliers, sub-contractors, and other service providers that comply with these Standards.
- Exercise due diligence, caution and good judgement when selecting business partners and representatives.

3.2 Anti-Competitive Practices

Practices that restrain trade, limit competition, or aim at creating a monopoly are not in the business interests of TGP. Examples of such practices include collaborating to artificially influence pricing in relation to other service providers (price fixing) or limit the extent of services offered (market division) or a combination of these to distort bids (bid rigging).

Supplier, and those working on its behalf, shall NOT:

- Make agreements or understandings with competitors on pricing, allocation of customers, geographical operating areas, products, or types of work.
- Communicate with competitors about sales, actual or potential customers, bids, products, and services provided to customers, capabilities, or future plans.
- Engage in corporate spying or any illegal attempt to obtain another organization's proprietary information.
- Otherwise become involved in anti-competitive practices.

If any action, connected to work performed for TGP, and falling into any one or more of the above categories comes to the notice of any member of Supplier, it must be immediately reported in writing to TGP.

3.3 Business Travel and Expenses

Business Travel means travel that is necessary to fulfil Supplier's obligations towards TGP.

Cost for transportation, accommodation, and subsistence for the purpose of Business Travel shall be unavoidable and reasonable. Routings, venues, and classes shall be logical and necessary for the purpose of the trip.

A business trip should not provide benefits or rewards for the individual; it is purely a business activity – everything else does, by default, fall under "hospitality" (HLD 135b).

3.4 Conflicts of Interests

A conflict of interest occurs when an individual's private interest interferes or appears to interfere with the interest of TGP. It then becomes difficult to perform the work for TGP objectively and effectively. Conflicts of interest can also arise in the case of contractors and service providers.

Therefore, an employee or agent of TGP may not, on its own behalf:

- perform services for or have a financial interest in any entity that is or may be a supplier, customer, or competitor of TGP; and
- perform outside work or otherwise engage in any outside activity or enterprise that interferes in any way with job performance or creates a conflict with TGP's best interests.

Any such service, interest, work, or activity must be disclosed to the company before services start or the interest is acquired. Only if no objection is raised may this proceed. The directors have a sole discretion to waive compliance with this provision.

As part of TGP's supplier approval and contracting processes, suppliers are asked to declare family and business connections with anyone within TGP, its customers, other suppliers, or government agencies. This information will be tracked as part of a Register of Interests.

Those working in or for TGP are under a continuing obligation to disclose any situation which could give rise to a conflict of interest between that person and TGP. Disclosure should be made in writing in the first instance to supplier's point of contact in TGP.

3.5 Register of Interests

TGP records every disclosure of a conflict of interest (potential or actual) in the Register of Interests. The Register of Interests contains:

- the details giving rise to the disclosure.

- the name and position of the disclosing party.
- the name and position of the person to whom the disclosure was made.
- the signature (or electronic audit trail), name and position of the person making the entry in the register.
- the date of the disclosure and
- the nature of the decision/action taken because of the disclosure.

3.6 Transparency and Communication

Suppliers shall communicate openly with TGP, respond to information requests, complete audits or questionnaires when required, and cooperate in resolving non-compliances.

4 Implementation

Suppliers are expected to conduct regular risk assessments to identify and address the key social, ethical, environmental, and operational risks associated with their activities.

4.1 Supplier Approval and Performance

Suppliers must complete TGP's approval process before starting any work or accepting a purchase order. Suppliers shall ensure that all required prequalification information, licences, and certifications are maintained and kept up to date. Continued approval is subject to satisfactory performance, compliance with these Standards, and participation in audits as requested by TGP.

TGP reserves the right to audit Suppliers' operations, facilities, activities, and records to verify compliance with these Standards.

4.2 Governance and Oversight

TGP reviews and updates the Supplier Standards periodically to reflect emerging risks, changing legislation, and developing best practice. Suppliers are encouraged to review the latest version regularly to ensure continued compliance.

Suppliers are encouraged to provide feedback and share best practices to strengthen collective performance.

4.3 Remediation and Corrective Action

If non-conformities or adverse impacts are identified, Supplier shall investigate root causes, implement corrective actions, and verify effectiveness within an agreed period. Evidence of closure and prevention of recurrence must be retained and made available to TGP upon request.

Failure to comply with these Standards may result in suspension or termination of business relationships.

5 Notification

Suppliers must notify TGP in writing within 48 hours of identifying any incident, allegation, or other event that may adversely affect workers, communities, or TGP operations. Notification shall be made to the designated TGP contact or the Group Compliance Manager.

The following situations require immediate notification:

- Nonconformities identified during ethical, social, or compliance audits.

- Any suspected or substantiated case of child labour.
- Any suspected or substantiated case of modern slavery forced labour, or involuntary labour.
- Allegations or confirmed incidents of physical, psychological, or sexual abuse or harassment.
- Allegations or evidence of illicit recruitment fees, debt bondage, or other exploitative employment practices.
- Any significant fire, explosion, or similar incident within or affecting a facility handling TGP cargo or operations.
- Any fatality, serious injury, or significant near miss associated with a TGP-related activity or site.
- Any unauthorised subcontracting, outsourcing, or transfer of work related to TGP operations.
- Any instance in which a worker performing TGP-related activity is suspected or confirmed to be under the influence of drugs or alcohol, or any event where impairment may have contributed to a safety, operational or compliance risk.

Failure to report these matters promptly may be considered a breach of contract and could result in corrective action, suspension, or termination of the business relationship.

6 TGP's Whistleblowing Facility

Employees, suppliers, agents, subcontractors, or service providers working for or in partnership with TGP are free to report concerns on TGP's own actions without fear of negative consequences to their relationship with TGP.

Nobody will suffer a demotion, penalty, or any other adverse consequence for speaking up, even if reporting such an issue may result in TGP losing business. This includes reporting a request or offer (explicit or implicit) of a bribe or any inducement to act or refrain from acting in any way. A person reporting such misconduct or voicing a concern may do so anonymously without fear of retaliation (however, to assist a full and thorough investigation as much information as possible should be provided).

TGP's 'Tell Us' facility has been provided via our web site, for circumstances where face to face or normal communication routes are considered inappropriate.

Document Metadata

Document Status (this version)

Collection	High Level Document
Document	Supplier Standards
Section	Supplier Standards
Version / Revision	3
Unique Reference	HLD-135a-Supplier Standards
Issue Date	30/04/2026
Approved By	Peter Fritschi
Author(s)	Ryan Wilkinson
Last Editor	Ard Suvaal
Summary	Sets out TGP's expectation for suppliers completing logistics activities (as general guidance, as part of supplier approval or where referenced in instructions given).
Comment	Updated to strengthen ethical, environmental, and governance requirements; clarified supplier responsibilities and notification process in line with current legislation and TGP sustainability objectives.

Version & Change History (Issued Revisions in last 2 years)

Rev 1	By: Ian Holroyd Created as part of the IMS revamp project. Approved by Marc Cowie 29/11/2023
-------	--

© 2026 Trans Global Projects Ltd and/or identified document authors – this document for use in Trans Global Projects companies and authorised sub-contractors only. This document may not be modified or content reused outside Trans Global Projects companies without written permission.