



Supplier Code of Conduct

Main Principles for Suppliers

British Gymnastics is the governing body for Gymnastics in the UK. We are fully aware of the responsibility we bear toward gymnasts, coaches, officials, fans, customers, employees, and the wider sporting community.

We expect all suppliers who do business with British Gymnastics, to adhere to the same standards. For this purpose, British Gymnastics has drawn up this Supplier Code of Conduct, which sets the standards for doing business with us.

In the context of this Supplier Code of Conduct British Gymnastics is defined as supply to British Gymnastics, Gymnastics Enterprises Ltd and British Gymnastics Foundation

Laws, Ethical Standards & Modern Slavery

The supplier shall adhere to our Supplier Code of Conduct, which sets the standards for those organisations who supply us.

Specifically, the supplier should support and apply the principles of:

- The Ethical Trading Initiative Base Code
- The United Nations Universal Declaration of Human Rights
- The European Convention of Human Rights
- The Fundamental Conventions of the International Labour Organisation ('ILO')
- Modern Slavery Act 2015 (UK)

This especially applies to:

- **Child Labour**
The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory

schooling or training, or if the employment would be harmful to their health or development (reference: ILO Convention 138(7)).

- **Forced Labour**
Employment must be freely chosen, so the supplier shall make no use of forced, trafficked or compulsory labour.
- **Compensation and Working Hours**
The supplier shall comply with the respective national laws and regulations regarding working hours, wages and benefits and, where possible, provides regular employment.
- **Discrimination** The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender. No harsh or inhumane treatment is allowed - physical, verbal or sexual abuse is not tolerated.

Health & Safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work-related illnesses.

Business Continuity Planning

The supplier shall be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

Improper Payments/Bribery

The supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. The supplier must not offer services, gifts or benefits to British Gymnastics employees in order to influence the employee's conduct in representing British Gymnastics.

Environment

The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

General Data Protection Regulation

The supplier shall comply with the EU General Data Protection Regulation.

Personal data provided to the supplier by British Gymnastics to enable the fulfilment of services on behalf of British Gymnastics, such as delivery, must not be used for the supplier’s own marketing.

Product Liability

The supplier is responsible for ensuring that products supplied to British Gymnastics are safe and meet relevant product standards and licensing conditions. Where certification is required by law the supplier will provide British Gymnastics with copies of the certificates.

When safety issues arise, the supplier will inform British Gymnastics of the issue with the product so that British Gymnastics may notify their customers and provide details of actions taken to prevent further unsafe products being supplied.

Any products supplied that does not conform to these product standards, or are not as per agreed samples must be credited and collected by the supplier for disposal at their expense.

Business Partner Dialogue

The supplier shall communicate the principles stated in the Supplier Code of Conduct and detailed above to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. The supplier shall ensure such parties to adhere to the same standards.

Compliance with the Supplier Code of Conduct

British Gymnastics reserves the right, upon reasonable notice, to check compliance with the requirements of the Supplier Code of Conduct. British Gymnastics encourages its suppliers to implement their own binding guidelines in accordance with this agreement, as part of fulfilling their contractual obligations.

If British Gymnastics discovers any failure to comply with the supplier code of conduct then they will inform the supplier. If a supplier discovers a failure to comply then they will declare this to British Gymnastics. The supplier will be expected to complete actions within a reasonable timescale to ensure ongoing custom from British Gymnastics.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by the supplier.

We confirm that we agree and comply with this Supplier Code of Conduct

Signed

Print Name

Organisation

Date

Received by

Date