

# Supply Partner Code of Conduct.

## 1. Definitions

In this Supply Partner Code of Conduct the terms:

- 1.1. “Associate” means in respect of each party, any officer, director, employee, consultant, agent, direct or indirect beneficial owner or shareholder or any other party acting on behalf of such party;
- 1.2. “Supplier” means any supplier to Three or the Three Group;
- 1.3. “Three” means Hutchison 3G UK Limited a company incorporated in England and Wales with registered number 03885486 whose registered office is at Star House, 20 Grenfell Road, Maidenhead, Berkshire, SL6 1EH; and
- 1.4. “Three Group” means any entity directly or indirectly controlled by CK Hutchison Holdings Limited, where “control” means (a) the ownership of not less than 25% of the voting rights, (b) the ability to appoint or remove a majority of the board of directors (or equivalent body) or (c) the ability to exercise dominant influence over, or to direct the affairs of, an entity through an agreement or a provision in its articles of association or other constitutional document.
- 1.5. “ILO” means the International Labour Organisation

## 2. Compliance with law

- 2.1. The Supplier shall comply with all laws, legislation, regulations and directives relevant to its business and in particular in relation to any goods or services it provides to the Three Group.

## 3. Fundamental Principles and Rights at Work

- 3.1. The Supplier shall respect and promote the following ILO’s Fundamental Principles and Rights at Work:
  - 3.1.1. the freedom of association and the effective recognition of the rights to collective bargaining;
  - 3.1.2. the elimination of forced or compulsory labour;
  - 3.1.3. the abolition of child labour; and

3.1.4. the elimination of discrimination in respect of employment and occupation.

#### **4. Anti-bribery and corruption**

4.1. Supplier shall (and shall procure that its Associates at all times shall):

4.1.1. not pay, offer, promise to pay or authorise the payment of, directly or indirectly, any bribe, gift, monies, financial or other advantage or anything else of value in violation of any anti-bribery laws in connection with either obtaining a business advantage for any member of the Three Group or improperly performing any function; even if such an act is permitted under local law;

4.1.2. maintain and enforce its own anti-bribery policies and procedures, which are compliant the UK Bribery Act 2010; and

4.1.3. ensure its Associated Persons are aware of its anti-bribery policies and procedures.

#### **5. Conflict Minerals**

5.1. The Supplier shall:

5.1.1. not supply to any member of the Three Group any materials sourced through illegal or unethical practices, which includes any products, components or materials that contain conflict minerals;

5.1.2. maintain and enforce its own policies and procedures, to ensure it does not purchase any conflict minerals; and

5.1.3. ensure its Associates are aware of its conflict minerals policies and procedures.

#### **6. Anti-Slavery and Human Trafficking**

6.1. The Supplier shall (and procure that its, suppliers, subcontractors, and other participants in its supply chains shall):

6.1.1. not engage in any slavery, servitude, forced or compulsory labour and/or human trafficking;

6.1.2. maintain and enforce its own anti-slavery and human trafficking policies and procedures; and

6.1.3. ensure its Associates are aware of its anti-slavery and human trafficking policies and procedures.

## **7. Environmental**

7.1. The Supplier shall use its reasonable endeavours to minimise the environmental impact of its business and the goods and/or services it provides to the Three Group, including reducing its energy consumption, packaging, waste and water use.

## **8. Equal Opportunities**

8.1. The Supplier confirms that it is an equal opportunities employer, where individuals are treated equally with dignity and respect and are recruited, employed, promoted and paid based on merit and skills and not based on their age, disability, race, colour, nationality, ethnic or national origin, religion or belief, gender reassignment, marital or civil partner status, pregnancy or maternity, sex or sexual orientation.

## **9. Community**

9.1. The Supplier shall seek opportunities to contribute to the communities it operates in, through helping to address social issues (such as unemployment, education, health and well-being), by making the most of its ability to provide financial, in-kind and/or skill-based support.