

Supplier Code of Conduct

Wyboston Lakes Resort

Effective Date: 02/06/2025

Last Reviewed: 02/06/2025

Purpose

This Supplier Code of Conduct outlines the ethical, social, and environmental standards expected of all suppliers and business partners working with Wyboston Lakes Resort. It supports our commitment to responsible sourcing, sustainability, human rights, and fair business practices.

All suppliers in our **Top 50 by spend** are required to confirm alignment with this Code, and completion of our **Supplier Register** is a mandatory requirement for ongoing partnership.

1. Ethical Business Practices

Suppliers must:

- Conduct business with honesty, transparency, and integrity.
- Comply with all applicable anti-corruption and bribery laws.
- Avoid conflicts of interest and report any actual or perceived conflicts to Wyboston Lakes Resort.

2. Labour & Human Rights

Suppliers are expected to:

- Prohibit forced, bonded, and child labour in any form.
- Uphold freedom of association and collective bargaining.
- Provide safe, fair, and non-discriminatory working conditions.
- Offer fair pay, benefits, and working hours in accordance with local law.

3. Health & Safety

Suppliers must:

- Provide a safe and hygienic work environment.
- Comply with all relevant health and safety legislation.
- Take appropriate measures to prevent accidents and injuries.

4. Environmental Responsibility

Suppliers must:

- Actively work to minimise environmental impact.
- Comply with all environmental laws and regulations.
- Manage and reduce energy, water usage, waste, and emissions.
- Support Wyboston Lakes Resort's **Net Zero by 2027** goals through sustainable practices, innovation, and responsible sourcing.

5. Continuous Improvement

We expect suppliers to:

- Regularly review and improve social and environmental performance.
- Collaborate with us to advance sustainable and ethical supply chains.
- Notify us immediately of any breaches or risks that could affect compliance with this Code.

6. Compliance & Monitoring

- Suppliers agree to complete Wyboston Lakes Resort's **Supplier Register** and provide documentation upon request.
- We reserve the right to audit or request third-party assessments where appropriate.
- Breaches of this Code may result in remediation requirements, suspension, or termination of the business relationship.

7. Grievance & Whistleblowing Mechanisms

Wyboston Lakes Limited is committed to operating with transparency and accountability across its supply chain. Suppliers and their representatives may raise concerns or grievances relating to Wyboston Lakes' operations, conduct, environmental impact, governance, human rights, or ethical standards via:

<https://www.wybostonlakes.co.uk/lightboxes/forms/grievance.aspx>

- Our Stakeholder Grievance Procedure
- Our Whistleblower Protection Policy
- Direct submission through our online grievance form at:
<https://www.wybostonlakes.co.uk/lightboxes/forms/grievance.aspx>
- Email: grievance@wybostonlakes.co.uk

Reports may be made anonymously where preferred. Wyboston Lakes Limited prohibits retaliation against any party raising concerns in good faith. Suppliers are expected to cooperate with any investigation and uphold similar standards within their own operations.

8. Acknowledgement

By working with Wyboston Lakes Resort, suppliers confirm their understanding and commitment to this Supplier Code of Conduct.