



EMG Supplier Code of Conduct

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EMG

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1. Who this applies to

This Code applies to all suppliers, subcontractors, freelancers, agencies and service providers ('suppliers') engaged by The European Marketing Group BV, and to any party working on their behalf in delivering work to EMG.

2. Labour and human rights

Suppliers shall:

- Employ or engage people only on a freely chosen basis. No forced, bonded or compulsory labour, and no human trafficking, in any form.
- Employ no person under the age of 15, or under the age for completion of compulsory education where that is higher, in line with ILO Conventions 138 and 182. Workers aged 15–17 shall not perform work likely to harm their health, safety or development.
- Pay at least the legal minimum wages, pay on time, and provide clear terms of engagement.
- Observe legal limits on working hours and provide rest and leave entitlements.
- Provide a safe and healthy working environment appropriate to the work.
- Not discriminate on grounds of race, nationality, religion, gender, sexual orientation, age, disability, political belief or civil status.
- Not tolerate harassment, sexual harassment, bullying, aggression, violence or intimidation.
- Respect workers' freedom of association and right to collective bargaining where applicable.

3. Environment

Suppliers shall:

- Comply with applicable environmental law and hold the permits their activity requires.
- Take reasonable steps to measure and reduce energy consumption and greenhouse gas emissions.
- Manage waste responsibly, minimising what is generated and routing what remains to re-use or recycling where possible.
- Handle and dispose of any hazardous substances safely and lawfully.
- Where relevant to the work supplied offer lower-impact materials and methods, and be able to say what they are.

4. Business ethics

Suppliers shall:

- Not offer, give, request or accept bribes, kickbacks or improper payments, directly or through intermediaries.
- Declare any conflict of interest affecting their work for EMG.
- Compete fairly and comply with competition laws.
- Not engage in money laundering or facilitate it.
- Protect confidential information belonging to EMG and to EMG's clients, including embargoed material, and process personal data in accordance with the GDPR.
- Respect intellectual property rights, and warrant that work delivered to EMG does not infringe the rights of others. Where artificial intelligence tools are used in producing deliverables, they will disclose this to EMG.

5. Compliance

We expect suppliers to apply these standards in their own supply chain. EMG may ask for information on how this Code is being met. Where we find a serious or repeated failure to meet it, we will discuss remediation; where no remediation is forthcoming, we may end the relationship.