The City & Guilds Group (KŜNŜl·ŦúŜN áúKŜ DN2dzLJéú is committed to conducting its procurement practices in an ethical and socially responsible manner.

The Code of Conduct reflects the Groupßs broader Corporate Social Responsibility (CSR) practices and uses the KŜl·Řλy∃ă 2Ŧ Ψa l·N⌊ŜúLJŧl·ŏŜΣ tŜ2LJŧŜΣ 9yØλN2yYŜyú l·yŘ /2YYdzyλúèß.

The Group recognises that there are different legal and cultural standards in which suppliers operate throughout the world. With this Code, the Group sets out the minimum requirements in relation to the supply of goods and service to the Group. This Code is derived from the standards set out in the UN Global Compact principles. The Group is committed to all the principles listed below, and requires its suppliers to comply with these requirements, and to promote them throughout their supply chain.

A partnership approach is taken to supply chain management, ensuring that all payments are made promptly, supplier complaints are reviewed in a timely and appropriate manner and that fair and transparent procurement methods are followed.
Businesses should implement sustainable procurement practices where possible, from bulk orders to reduce cost and waste, to contract with social businesses and small to medium enterprises (SMEs).
Businesses should work against corruption in all its forms, including unfair competition, extortion and bribery (see úKŜ DN2dzLJßă ! yúλ-Bribery Policy).

All employees are guaranteed a minimum wage, in accordance with local laws and regulation.
All forms of forced and compulsory labour, child labour and human trafficking are eliminated (see úKŜ DN2dzLJßă Anti-Slavery Policy).
There is no complicity in human rights abuses.
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Employees are provided with a safe and healthy working environment in order to prevent accidents and injury to health.
Businesses commits to ensure all individuals are treated fairly and equally regardless of race, religion, gender, disability, age and any other protected characteristics, whilst recognising and valuing the difference between people, both in the workplace and in wider society.

All environmental laws and regulations applicable to their operations worldwide are observed.
Initiatives to promote greater environmental responsibility in relation to reducing carbon footprint, minimising energy, water and paper usage through changes to infrastructure and behaviour are considered and implemented where possible.
The reduction and recycling of waste is encouraged by providing adequate facilities.

Businesses should seek to engage with local communities as appropriate to their organisation, to help improve the education, cultural, economic and social well-being of the communities.