

PORT OF LONDON AUTHORITY CODE OF CONDUCT

The Port of London Authority (PLA) is the statutory harbour authority for the Port of London. Our operations cover 95 miles of the River Thames. We work to keep commercial and leisure users safe, protect and enhance the environment and promote the use of the river for trade and travel.

Being the diverse corporation that we are, we have a supply base of over 1,500 companies which provide a wide variety of goods and services to support our operations. Over 98% of these suppliers are UK-based and our entire supply chain is controlled through an approved supplier list (ASL)

We understand that our success depends on our reputation for ethical business performance and performing our jobs honestly, diligently and with integrity, in compliance with all applicable laws and regulations. Consistent with our commitment to conduct business fairly and honestly, we seek out business partners who share in our culture, values and business practices.

The PLA is committed to sourcing goods and services in a responsible, fair and sustainable - manner and working with suppliers to achieve this commitment. In this Code of Conduct, we describe the requirements that we expect our suppliers to adhere to in order to establish and maintain a business relationship with the PLA.

1. Anti-Slavery

The PLA is committed to ensuring that employment is freely chosen, that child labour is not used and that no inhumane or harsh treatment will occur under the practices or supply chain of our suppliers. Suppliers will ensure that:

- All employment is freely chosen.
- No forced labour or bonded labour is used.
- No child labour is used, and all workers meet applicable minimum legal age requirements.
- They comply with all applicable local laws with respect to wage and hour laws, overtime hours, and other elements of compensation, termination, notice periods and will provide all legally mandated benefits.
- Their employees are paid the national living wage, or London living wage where the permanent work location so determines.
- No relocation is forced.
- Steps are taken to ensure focus has been put on the environment within the workplace in line with employee personal needs and is free from harassment and bullying.

2. Anti-Bribery

The PLA does not tolerate any form of bribery, whether direct or indirect, by, or of, its suppliers or any persons or companies acting for it or on its behalf. The board and senior management are committed to implementing and enforcing effective systems throughout the PLA to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010. We require our suppliers to:

- Avoid and prevent all forms of bribery, corruption and extortion in accordance with the Bribery Act 2010.

- Ensure that suitable preventative actions are in place to eliminate the risk of tax evasion and to comply with the provisions of the Criminal Finance Act 2017 and to ensure this policy is local to and applied to all related workers and affiliates acting for and on behalf of our suppliers.
- Ensure practices are in place internally to detect and report any participations of bribery, corruption and/or fraud.
- Ensure new business is procured in a responsible manner and that suppliers do not partake or contribute in any anti-competitive practices, including colluding with peers, suppliers or any other parties with an intention of influencing pricing, bid rigging, participating in or being involved with fraudulent activity.

3. Health, Safety and Wellbeing

The PLA believe that all harm is preventable whether this is physical or health related, including mental health. We are committed to protecting the health, safety and wellbeing of our employees and aspire to influence the wider river community and those who work with us. We expect suppliers to align with our vision and to ensure:

- All Workers are provided with a safe and healthy working environment with a focus on PLA core values of 'Care, Comply and Challenge.
- Measured and monitored health, safety and wellbeing training is provided to all workers, and repeat training is provided for new or reassigned workers to ensure continual improvement.
- Compliance with all UK based applicable laws and regulations regarding working conditions which is demonstrably ensured through systems, processes, procedures and arrangements.

4. Sustainability

The PLA is a harbour authority, a licencing authority and a landowner. This means we have certain commitments to provide environmental stewardship and champion environmental best practice. To this end, the PLA has made a public commitment to be carbon net zero by 2040, 10 years ahead of the government requirement.

Under this PLA Strategy we are committed to ensure our suppliers are aligned to this vision through:

- Compliance with all applicable environmental laws, regulations and standards.
- A focus on minimising negative environmental impacts of existing operations and ensuring new operations are assessed with this focus.
- Minimising waste and maximising recycling if created.
- Where practicable, reducing energy expenditure and increasing energy efficiency.
- Responsible and safe control, handling and disposal of hazardous substances, water waste and solid waste.
- Having their own commitment to achieve the governments net zero target by 2050.

We appreciate that many of our suppliers have developed their own values to guide them in the workplace.

We're not asking you to replace those with ours in such cases; however, we do ask that you respect our code and understand that we have made a fundamental commitment to work only with those whose standards and values are consistent with our own.

