

## ESB Supplier Charter<sup>1</sup>

### Summary

ESB expects all suppliers/contractors providing goods, services or works to ESB and/or on behalf of ESB (referred to below as “Suppliers”) to conduct their business in an honest and ethical manner, in accordance with all applicable laws, and to respect internationally recognised human rights.

This Charter sets out the basic principles that ESB expects of Suppliers. These principles are intended for guidance only; Suppliers doing business with an ESB company should familiarise themselves with the related terms of their contract(s) with ESB, and ESB’s Requirements for Agents, Suppliers, Contractors, Advisers and Other Third Parties set out at <https://esb.ie/who-we-are/procurement/procurement-policy>, which impose specific obligations in relation to the matters below.

### Health & Safety

Health and Safety is a core value for ESB. Suppliers must provide a safe workplace for their employees in compliance with all applicable laws and regulations. When working at ESB (or ESB customer) sites, Suppliers are expected to comply with all ESB Contractor Safety Regulations communicated to them as well as any site-specific safety instructions given to them by ESB.

### Environment

ESB is committed to sustainability in all of its operations – see <http://www.esb.ie/main/sustainability/environment-policy.jsp>

ESB consequently aims to purchase goods, services and works that are produced, delivered and constructed with due regard to the environment and in compliance with all applicable environmental laws and regulations. Suppliers working at ESB sites are also expected to comply with ESB’s Contractor Environmental Regulations, where they apply.

### Ethics , Bribery and Anti-Corruption

It is ESB policy to conduct all of its business in an honest and ethical manner. All Suppliers doing business with ESB are required to conduct themselves in accordance with the principles enshrined in ESB’s Employee Code of Business Ethics – see <http://www.esb.ie/main/about-esb/code-of-ethics.jsp>.

It is the policy of ESB that all third party suppliers comply at all times with the UK Bribery Act 2010 to the extent applicable to their business operations and with all other applicable anti-corruption laws.

### Employment Standards and Modern Slavery

ESB requires Suppliers to comply with all employment legislation in all countries in which they provide goods or services to, or on behalf of, ESB, including but not limited to laws relating to the use of child, forced or compulsory labour, non-discrimination, working hours and freedom of association.

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<sup>1</sup> April 2017

ESB has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains and we expect the same high standards from all of our Suppliers.

### **Conflicts of Interest**

If a Supplier employee has a relationship with an ESB employee, which might give rise to (or be perceived as giving rise to) a conflict of interest, the Supplier should disclose this potential conflict in its response to any proposal/tender submitted to ESB or by contacting the relevant ESB business unit procurement manager – see <http://www.esb.ie/main/about-esb/procurement-contacts.jsp>