

Rail Delivery Group

Supplier Code of Conduct

Introduction

At the Rail Delivery Group (RDG), we are committed to working with our suppliers in a way that is fair, responsible, and built on trust. We expect our partners to share these values and work with us to uphold high standards of integrity, ethics, and social responsibility. Our suppliers play a critical role in supporting our operations and delivering value to the communities we serve.

This Supplier Code of Conduct sets out the standards we expect from all suppliers of goods and services, ensuring alignment with RDG's organisational values, Equality, Diversity and Inclusion (EDI) strategy, and commitment to sustainability.

Suppliers are expected to operate in accordance with these standards and to promote them within their own organisations and supply chains, taking a proportionate and risk-based approach based on the nature, size, and complexity of their business.

1. Ethical Business Conduct

Suppliers must conduct business with honesty, integrity, and transparency. This includes:

- Compliance with all applicable laws, regulations, and industry standards.
- Maintaining robust anti-bribery, anti-corruption, and fraud prevention measures.
- Declaring any conflicts of interest in a timely manner.
- Protecting confidential and personal data in accordance with UK GDPR.

2. Human Rights and Employment Standards

Suppliers must uphold human rights and provide fair, safe, and respectful working conditions. This includes:

- Prohibiting the use of forced, bonded, or child labour.
- Paying all employees at least the legal minimum wage and providing fair remuneration.
- Maintaining safe and healthy workplaces and implementing appropriate health and safety measures.
- Respecting workers' rights to freedom of association and collective bargaining.
- Maintaining policies that prevent harassment, bullying, and discrimination.
- Following equitable recruitment, employment, and promotion practices.

3. Equality, Diversity, and Inclusion (EDI)

Suppliers are expected to actively support equity, equality, diversity, and inclusion within their organisations and, where appropriate, within their supply chains, in line with RDG's EDI principles. This includes:

- Complying with the Equality Act 2010 and all relevant equalities legislation.
- Implementing policies and practices that promote diversity, equity, and inclusion.
- Taking reasonable and proportionate steps to identify and reduce barriers to inclusion.
- Encouraging the inclusion of SMEs, social enterprises, and diverse-owned businesses within their supply chain where feasible.
- Providing workforce or ownership demographic information only where lawful, proportionate, and appropriate, and in accordance with applicable data protection legislation.

4. Environmental Responsibility

Suppliers are expected to operate in an environmentally responsible manner. This includes:

- Complying with all applicable environmental laws, regulations, and permits.
- Implementing proportionate measures to reduce emissions, waste, and resource consumption.
- Supporting recycling, reuse, and circular economy practices where feasible.
- Assessing and managing environmental risks linked to operations and sourcing.
- Aligning with sustainability and Net Zero ambitions where appropriate.

5. Business Integrity and Transparency

Suppliers must maintain high standards of integrity and accountability. This includes:

- Keeping accurate financial and business records.
- Taking appropriate steps to identify and manage supply chain risks, including modern slavery.
- Reporting breaches of this Code or legal obligations where relevant.
- Avoiding false, misleading, or deceptive reporting or marketing.

6. Responsible Subcontracting

Suppliers are responsible for ensuring that subcontractors meet equivalent standards, on a proportionate basis. This includes:

- Undertaking appropriate due diligence based on risk.
- Communicating relevant expectations set out in this Supplier Code of Conduct.
- Maintaining oversight appropriate to the nature of the subcontracted services.

7. Incident Reporting and Whistleblowing

- Suppliers should provide appropriate mechanisms for reporting concerns. This includes:
- Supporting confidential reporting channels where reasonably practicable.
- Protecting individuals who raise concerns from retaliation.
- Reporting serious incidents or breaches to RDG where relevant to the services provided.

8. Sexual Harassment

Suppliers shall take reasonable and proportionate steps to provide a working environment that is free from sexual harassment and inappropriate behaviour, in line with applicable legislation, including the Worker Protection (Amendment of Equality Act 2010) Act 2023. This includes:

- Maintaining and regularly reviewing policies and procedures that prohibit sexual harassment and inappropriate conduct.
- Taking proactive steps to prevent sexual harassment, including providing appropriate training and awareness to employees and workers.
- Ensuring that accessible and confidential reporting mechanisms are in place, and that all concerns are taken seriously, investigated promptly, and addressed fairly.
- Protecting individuals who raise concerns from retaliation or victimisation.

9. Continuous Improvement

Suppliers are encouraged to demonstrate a commitment to continuous improvement. This includes:

- Developing and enhancing EDI, sustainability, and ethical practices over time.
- Participating in relevant initiatives where appropriate.
- Sharing best practice and innovation where possible.

10. Supplier Diversity

RDG is committed to providing equality of opportunity for all suppliers. Suppliers are encouraged to:

- Support diversity and inclusive practices within their organisation.
- Engage with SMEs, social enterprises, and diverse-owned businesses where feasible.
- Contribute to a diverse, innovative, and resilient supply chain.

Acknowledgement and Compliance

By engaging with RDG, suppliers acknowledge this Supplier Code of Conduct and commit to working towards its principles within their organisation and, where appropriate, their supply chain.

RDG will apply this Code in a proportionate and risk-based manner, taking into account the size, nature, and scope of the supplier and the services provided.

Compliance with this Code may be assessed through a range of activities, including:

- Procurement processes, such as tender submissions and evaluation criteria
- Supplier questionnaires and declarations
- Ongoing contract management, including performance reviews and supplier engagement
- Risk-based due diligence or audits where appropriate

Where gaps or areas for improvement are identified, RDG will seek to work collaboratively with suppliers to support continuous improvement. However, serious or persistent non-compliance may be addressed in accordance with contractual terms.

For the avoidance of doubt, where there is any conflict between this Supplier Code of Conduct and the terms of a contract, the contract shall take precedence.

Supplier Expectations

All suppliers are expected to:

- Comply with the standards and requirements set out in this Supplier Code of Conduct.
- Operate in full accordance with all applicable legal, ethical, and EDI requirements.
- Implement and maintain appropriate measures to ensure alignment with these principles across their organisation and supply chain.

Failure to meet these expectations may result in review and could impact the ongoing business relationship.