

CODE OF CONDUCT 2023

Suppliers should always support and follow the core values of AP Services as described in this code of conduct.

We support the UN Global Compact, and we expect our suppliers to conform to these requirements

Environmental Management

Suppliers are responsible for managing and minimizing the environmental impact of their facilities. Specific focus areas include air emissions, waste reduction, recovery and management, water use and disposal, and greenhouse gas emissions.

Business Integrity

Compliance with Law:

Suppliers' business activities shall comply with applicable laws and regulations in the countries and jurisdictions in which they operate. This Code applies to activities in the locations where suppliers' goods are produced, where any related services are performed, and where the goods enter the supply chain.

Anti-Bribery:

Suppliers shall not engage in any form of bribery, kickbacks, corruption, extortion or embezzlement. Suppliers shall not take any action that would violate any applicable anti-bribery law or regulation.

Audits and Assessments

AP Services reserves the right to audit compliance with this Code.

Audits are facility inspections that include employee interviews and a review of supplier records and business practices. Such audits are conducted by AP Services or its approved monitoring firm. If an audit identifies a violation of this Code, suppliers shall act promptly to correct the situation.

Books and Records:

Suppliers shall maintain accurate and transparent books, records and accounts to demonstrate compliance with applicable laws and regulations and this Code.

Human and Labour management

It is AP Services' expectation that any supplier providing products or services to AP Services, will adhere to the spirit of international proclaimed human rights and the core principles of the ILO Conventions.

Grievance Mechanism:

Suppliers shall create internal programs for handling reports of workplace injustices, including anonymous reports.

Whistleblower Protection:

Suppliers are responsible for prompt reporting of actual or suspected violations of law, or this Code.

This includes violations by any employee or agent acting on behalf of either the supplier or AP Services. Such programs shall protect worker whistleblower confidentiality and prohibit retaliation.



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