

# Supplier Code of Conduct

2025





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# Introduction

We are committed to positive, constructive and long-term business relationships with suppliers who share our values and our commitment to operate in a **safe, sustainable** and **ethical** way.

This supplier code of conduct sets out requirements for our suppliers and how we want to ensure their collaboration. In return, we strive to be a fair and honest partner, aiming to build relationships on trust and integrity that will be sustainable and beneficial for all.

**Our values form the basis of collaboration with suppliers. Following the acronym “LITE” in a nod to our street lighting origin, our values are:**



## LOYALTY

We encourage long and lasting relationships both internally and with our customers. Putting support, safety and well-being at the heart of our business.



## INTEGRITY

We always do the right thing by operating with honesty, integrity and enthusiasm, being efficient, and promoting innovation across all roles.



## TEAMWORK

We recognise the strengths and benefits in working collaboratively, being supportive and having passion in delivery, quality, and customer outcomes.



## EQUALITY

We respect each other and ensure our workplace is diverse and inclusive.

*McCann places safety & wellbeing, sustainable practices, and ethics at the forefront of our business dealings. This supplier code of conduct captures the way we choose to operate, and will help you to understand your obligations and responsibilities to uphold our core values and standards.*

*It provides a framework to guide our behaviour towards our colleagues, our customers, our business partners, supply chain and the wider communities in which we work.*

*We ask that you respect our Code and help us bring it to life.*

**Dave Fielding,  
Commercial Director**

The Supplier Code applies to suppliers - their business and their employees - of goods and services delivered to McCann. The group that we collectively refer to as “suppliers” includes suppliers, subcontractors, professional service providers, consultants, intermediaries and agents.

Suppliers must ensure that the practices and principles outlined in this Supplier Code are cascaded throughout its supply chain. We also expect that suppliers exercise due diligence in verifying their supplier’s compliance.

# Compliance

McCann requires suppliers to comply with the Supplier Code.

McCann is entitled to audit a Supplier’s compliance in line with the Supplier Code.

Suppliers must cooperate by providing relevant information to McCann, and by accommodating McCann to conduct a meaningful audit where necessary.

Please note that McCann may terminate the business relationship with a supplier who violates this Code or refuses, if asked, to take appropriate measures (e.g. as part of a remediation plan).

We believe that having an open dialogue with suppliers is crucial to ensure compliance and successful business relationships.

If you become aware of any breaches of this Supplier Code or if you have any concerns or questions relating to it, please reach out to your **procurement contact** or **[enquiries@jmccann.co.uk](mailto:enquiries@jmccann.co.uk)**.





# ***Working Safely***

After a hard day's work, we all want to return home safely.

No task is so important or urgent that it cannot be done safely. Our business is built upon providing a safe work environment for employees and we expect our suppliers, where relevant, to ensure that we achieve this.

## **Our Expectations**

- Comply with all applicable health and safety legislation.
- Acquire knowledge of McCann safety standards and comply with them before starting the job
- Achieve accreditation as either Safe Contractor™ or Safe Supplier™ as appropriate
- Work with McCann to improve health and safety performance to ensure best industry practice.
- Put safety first and stop any activity – yours, ours or our clients – that you consider not to be safe.
- Discuss any workplace incidents, near misses and unsafe / unhealthy work conditions with McCann management
- Be fit and well for work. Never come to work under the influence of drugs or alcohol. Never come to work to tired or unwell to do your work safely.

## **Red Flags**

- Negative attitudes towards health and safety requirements
- Pressure to rush to get a job done
- Not following approved safe systems of work
- Not using the right equipment for the job
- Failing to notify McCanns of an accident or incident on site.



# ***Focusing on the environment***

A more sustainable world means a brighter future for us and generations to come. At McCann, we aim to have a positive influence on the environment.

We require our suppliers to help us make a more sustainable world through their policies and actions when working with us. We expect our suppliers to have ambitious CO2 reduction targets in place, preferably validated by the Science Based Targets initiative (SBTi), which ensures targets are aligned with climate science and the goal of limiting global warming to 1.5°C.

## **Our Expectations**

- Comply with all relevant environmental laws and ensure that all necessary permits are in place.
- Acquire knowledge of McCann environmental policy and comply with it before starting the job.
- Collaborate with McCann and other value chain partners to identify innovative low-carbon methods, materials or technologies
- Make and encourage responsible decisions towards sustainable working practices.
- Reduce the use of materials and take action to eliminate waste.
- (Re)use energy and other natural resources efficiently, while minimizing waste, emissions and noise.
- Make McCann aware of any non-sustainable elements within offerings, goods and services.
- Use McCann Carbon Hub to promote Carbon saving opportunities and share EPD's. [View here.](#)
- Provide transparent carbon data if requested, to support informed decision-making.

## **Red Flags**

- Negative attitudes towards environmental requirements
- Failing to notify McCanns of environmental incident on site
- Procedures not followed for effective waste management
- No clear environmental incident response plan or procedures
- Poor management of how to handle hazardous materials
- No training given on environmental issues



# *Looking after local communities*

McCann contributes positively to communities in the regions we work, through the services we provide, and the lasting infrastructure we leave for the public. However, we are aware of the short-term impact our operations can have on the local area and the people that reside and work there.

Through community benefit programmes, we try to leave a long-lasting positive social, economic, and environment impact on the areas and communities in which we work.

## Our Expectations

- Acquire knowledge of McCann social value policies and comply with them.
- Strive to be responsible citizens, who respect other cultures and local traditions and try to create positive impacts through the delivery of products and services.
- Support McCann with local community engagement and volunteering activities that add social value across projects.
- Inform McCann of proposed activities that could negatively impact on local communities.

## Red Flags

- Negative attitudes towards impact on local community.
- No proper systems to track social value commitments or report on outcomes
- Focus on 'tick in the box' rather than genuine community improvements
- Lack of commitment from suppliers in supporting social value initiatives.



# ***Fostering a healthy work environment***

Health and well-being is important to every single one of us. McCann aims to provide a supportive environment for all employees, contractors, supply chain partners.

A work environment where people feel safe to be themselves and are respected as such is important. We create an environment where everybody feels welcome and valued, and we expect the same from our suppliers.

We do not tolerate physical and verbal harassment, bullying, aggression, violence or discrimination on any grounds and nor should our suppliers.

## **Our Expectations**

- Contribute to creating an environment where everybody feels welcome and valued.
- Recognise, value and respect all contributions and be curious about differing perspectives.
- Consider and challenge bias when making decisions and dealing with others.
- Challenge the stigmas and taboos towards mental health.
- Do not participate in activities that are inappropriate, in harassment, bullying, aggression, violence or discrimination on any grounds or behaviours that exclude others.
- Speak Up and act if inappropriate activities are noticed.

## **Red Flags**

- Signs of a toxic or unsupportive work environment
- Lack of employee recognition and development opportunities
- Low morale
- Unreasonable work expectations
- Unequal treatment to any individual



# *Respecting Human Rights*

Respecting and promoting human rights are a responsibility for all of us.

People who work for McCann, directly or via subcontractors, do so of their own free will.

McCann is committed to preventing slavery and human trafficking throughout our operations and supply chain. We do not tolerate any form of child, forced or compulsory labour in our business or in our supply chain.

## Our Expectations

- Respect the dignity of every person involved and those affected by our projects.
- Do proper due diligence on the working conditions in your supply chain.
- Do not employ people directly, or through third parties, who may be subject to child or forced labour.
- Provide employees with wages and benefit that at least meet the minimum amount required by applicable local laws/regulations.
- Be alert and critical on the working conditions in the supply chain and raise a concern if you become aware of any unfair working conditions.

## Red Flags

- Not allowing McCann to conduct an audit to confirm the absence of modern slavery.
- Restricted freedom e.g. documents withheld, not allowed to travel alone
- Financial control e.g. wages are withheld, recruitment fees charged to the employee
- Excessively long working hours
- Signs of physical or psychological abuse
- Multiple workers at the same home address
- Workers being taken to and from our sites



# ***Preventing Bribery, Corruption and Conflicts of Interests***

At McCann, we do business honestly and build relationships based on trust. We have zero tolerance for bribery and corruption as they are simply against everything we stand for. Our suppliers must never receive, accept, give or promise anything of value to gain an improper business advantage.

Engaging in bribery and corruption, including through third parties, can be seriously harmful, for the supplier and its business partners, and for McCann. This must be prevented at all times.

We do business in a way that is open and transparent and with the highest integrity. Conflicts of interest can arise from close personal relationships, out-of-work activities, discounts, and financial involvement. An actual or potential conflict of interest may jeopardise McCann's reputation and the individuals involved.

## **Our Expectations**

- Comply with all relevant anti-bribery and anti-corruption legislation in respect of their dealings with McCann.
- Never receive, accept, give or promise anything of value to gain an improper business advantage.
- Never tolerate extortion, corruption, and/or embezzlement.
- Be transparent about sponsorship or charitable donations.
- Immediately communicate any potential conflict of interest before starting a business relationship and/or during the business relationship with McCann.
- Report any concerns to McCann management.

## **Red Flags**

- Attempts to bypass due diligence.
- Pushing for rapid approvals.
- Lavish or disproportionate gestures intended to influence.



# Protecting McCann's Assets

It could be necessary for suppliers to use assets and resources of McCann.

These assets and resources include tools, machines, raw materials, cars and vans, phones, laptops, patents, trademarks, know-how, trade secrets and even our brand.

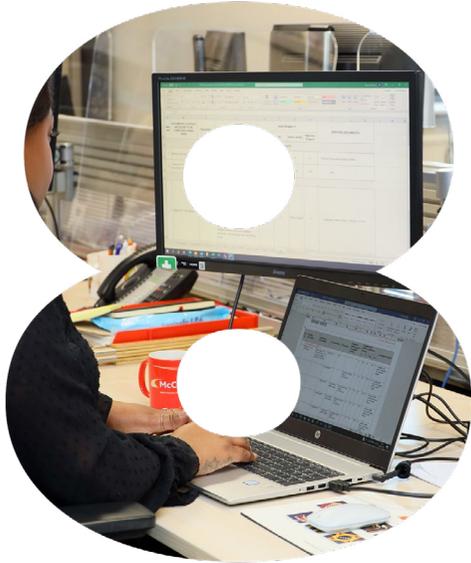
As these assets are vital to our business and entrusted to the care of the suppliers, they are responsible to use them in an appropriate way and protect them from any form of misuse, damage, loss or theft.

## Our Expectations

- Protect McCann's assets you use from misuse, damage, loss, and theft when entrusted to your care.
- Only use McCann company assets for business purposes.
- Do not use scrap or surplus materials for personal purposes.
- Treat all McCann information and IT equipment with care.
- Do not use McCann IT equipment for inappropriate communication.
- Do not misuse McCann information for their personal purposes and respect confidentiality.

## Red Flags

- McCann asset(s) returned in a damaged or defective state.
- Refusal or reluctance to allow inspections.
- Not informing McCann management of the occurrence of asset damage, loss or theft.



# ***Protecting Data and Respecting Privacy***

McCann receives and uses a great deal of (personal) data, such as client information, financial reports, construction specifications and employee details.

We handle (personal) data carefully, securely and manage it in a professional, lawful and ethical way.

## **Our Expectations**

- Comply with applicable privacy legislation and take measures to protect (personal) data – including data from customers and employees.
- Prevent accidental or unlawful disclosure of, or access to personal data and confidential information.
- Process personal data for the purposes for which it was collected and be transparent about it.
- Ensure data is only kept as long as necessary for the intended purpose or legally required and is then securely destroyed.
- Report any suspected data or security breaches to McCann Management.

## **⚠ Red Flags**

- Suspicious emails
- Unusual network activity

