TRISET LTD · GOVERNANCE & COMPLIANCE

Supplier Code of Conduct

The minimum standards every Triset supplier, subcontractor and partner must meet: labour, ethics, safety, waste duty of care, data protection and breach handling.

Triset Ltd

Company No. 17116041 · Stretford, Manchester M32 8PS, United Kingdom
triset.co.uk · Info@triset.co.uk

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The minimum standards every Triset supplier, subcontractor and partner must meet — confirmed before first engagement.

Document	Supplier Code of Conduct
Owner	Triset Ltd (Company No. 17116041) - Stretford, Manchester M32 8PS, UK
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Approved by	Javerya Memon, Director — Triset Ltd
Operated by	Fahad Nazeer, Founder & Lead Engineer
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Contact	Info@triset.co.uk
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1. PURPOSE & SCOPE

This Supplier Code of Conduct defines the minimum standards Triset Ltd (Company No. 17116041) expects of every supplier, subcontractor, agency and partner who delivers work for us or alongside us on client sites — from field engineers and hardware resellers to waste processors and couriers. It is referenced in our purchase orders and subcontract agreements. Suppliers must confirm acceptance before their first engagement, and flow these requirements down to any third parties they use with our written consent.

2. LABOUR & HUMAN RIGHTS

- No forced, bonded, trafficked or underage labour anywhere in the supply chain — right-to-work checks are performed on all workers
- Workers are paid at least the UK National Living Wage, receive itemised payslips, and hold written terms of engagement
- Working hours comply with the Working Time Regulations 1998; genuine consent is required for any 48-hour opt-out
- No discrimination or harassment on any Equality Act 2010 protected characteristic
- Workers are free to raise grievances without retaliation, in line with the ACAS Code

3. ETHICS & INTEGRITY

Suppliers comply with the Bribery Act 2010 — no bribes, facilitation payments or undisclosed commissions — and with UK competition law. Conflicts of interest affecting Triset work are declared before engagement. Invoices, timesheets, delivery notes, waste documentation and certificates are accurate and truthful; we terminate relationships over falsified records faster than over price.

4. HEALTH & SAFETY

Suppliers working on client sites meet the standards of our Health & Safety Policy: competence evidence before deployment, task risk assessment, RAMS where the site requires them, correct PPE, and immediate incident reporting to both Triset and the client's responsible person. Site inductions and sign-in procedures are honoured without exception.

5. ENVIRONMENT & WASTE DUTY OF CARE

- Waste is transferred only to holders of valid Environment Agency (or Scottish/Northern Irish equivalent) waste carrier registrations — we check registration numbers, not just certificates on letterhead
- Waste transfer notes and consignment documentation are completed accurately and retained per the duty of care under the Environmental Protection Act 1990
- Reuse-first: equipment that works is refurbished and resold or donated before recycling, in line with our own ITAD practice
- Suppliers support our climate commitments (see our Environmental Policy) through sensible routing, consolidated loads and avoidance of unnecessary replacements

6. DATA PROTECTION, SECURITY & CLIENT TRUST

Suppliers who touch client data or enter client environments comply with UK GDPR: personal data is processed only on documented instructions, confidentiality survives the engagement, and suspected data incidents are reported to Triset within 24 hours so we can meet our own 72-hour ICO obligations. Credentials and access badges are never shared between individuals. Suppliers must hold appropriate insurance — as a minimum we expect Public Liability of at least £2m, and Professional Indemnity where design or advice is supplied (Triset itself carries £5m PL, £5m PI and £10m EL).

7. MONITORING, EVIDENCE & BREACHES

We verify rather than assume: suppliers may be asked for waste carrier registrations, insurance certificates, right-to-work process confirmations, and evidence of pay and working-time practice. Concerns about a supplier can be raised by anyone — internal or external — through our Whistleblowing Policy. Breaches of this Code lead to corrective action plans with deadlines; serious or repeated breaches, falsified documents or modern-slavery indicators lead to immediate termination, and where the law requires, notification of the relevant authority.

8. RESPONSIBLE PROCUREMENT & SUPPLY CHAIN STANDARDS

The standards in this Code apply to our own purchasing first. Triset maintains a vetted list of approved suppliers before first engagement: waste carrier registrations are verified by number on the public register, insurance certificates are checked for currency, and right-to-work and pay practice confirmations are collected where labour is supplied. Compliance with this Code, our Ethics Policy and our legal obligations is overseen by the Director, with day-to-day operation by the Founder & Lead Engineer; suppliers are told who their compliance contact is at onboarding.

Hardware, software and consumables are sourced exclusively through manufacturer-authorised distribution channels or directly from manufacturers — grey-market or unverified sources are not used. On deployment, serial numbers are checked against manufacturer records (warranty registration or device documentation), and equipment is inspected for tampering, relabelling or packaging inconsistencies that indicate counterfeit goods. Suspected counterfeit items are quarantined immediately, photographed, reported to the supplying distributor and the manufacturer, and never installed on client sites. We recommend comparable standards to our business partners and suppliers, and we weigh environmental, labour and integrity criteria — not only price — when choosing who we work with.

SUPPLIER REQUIREMENTS AT A GLANCE

- Acceptance of this Code is a condition of first engagement — no signature, no site access
- Valid waste carrier registration verified by number, not by paperwork alone
- Real Living Wage-compatible labour standards flowed down to every worker on our jobs
- Insurance certificates current before deployment, not "in the post"
- Data incidents reported to Triset inside 24 hours, every time
- Modern slavery indicators are a stop-work-and-report matter, never a commercial judgement

Suppliers are welcome to ask questions about this Code before engagement — clearer expectations make better partnerships. Contact Info@triset.co.uk and we will walk through what applies to your role.