

Supplier Code of Conduct

The Bremca Supplier Code of Conduct (“SCoC”) sets out the minimum standards we expect from all suppliers, including their parent companies, subsidiaries, subcontractors, and business partners. These standards reflect Bremca’s values and our commitment to operating responsibly, ethically, and lawfully. By supplying goods or services to Bremca, suppliers agree to uphold these expectations and to communicate them to relevant parties within their own supply chains where appropriate.

Business Ethics

Suppliers must conduct their business honestly, transparently, and in accordance with all applicable laws. Bremca expects suppliers to:

- Prohibit corruption, bribery, extortion, facilitation payments, and fraudulent behaviour.
- Comply with anti-corruption, anti-bribery, competition, and trade control laws.
- Protect confidential information and comply with data privacy requirements.
- Implement processes to identify and prevent counterfeit materials or components.
- Ensure workers can raise concerns without fear of retaliation

Health and Safety

Suppliers must provide a safe and healthy working environment for all workers and visitors. This includes:

- Complying with relevant health and safety legislation.
- Identifying hazards and implementing controls to eliminate or minimise risks.
- Providing workers with appropriate training, supervision, and personal protective equipment.
- Maintaining guards, interlocks, and safety devices on machinery.
- Encouraging workers to report unsafe conditions without fear of reprisal.
- Maintaining emergency preparedness and response procedures.

Environment

Suppliers are expected to manage their environmental impacts responsibly and comply with:

- All applicable environmental laws and permits.
- Appropriate management of emissions, waste, and hazardous substances.
- Practices that promote resource efficiency and minimise harm to the environment.
- Continuous improvement efforts to reduce their environmental footprint.

Labour and Working Conditions

Bremca expects suppliers to treat workers fairly, respectfully, and in accordance with internationally recognised human-rights standards.

Suppliers must:

- Comply with the UN Global Compact principles and ILO Fundamental Conventions.
- Provide fair wages, lawful working hours, breaks, and rest periods.
- Ensure equal opportunity and prohibit discrimination or harassment.
- Maintain fair disciplinary, grievance, and termination practices.
- Protect workers’ personal information in accordance with privacy legislation.
- Ensure collection and further processing of employees' data according to the applicable data privacy legislation and best practices.

Modern Slavery and Ethical Recruitment

Suppliers must take reasonable steps to prevent modern slavery in their operations and supply chains, including:

- Prohibiting forced labour, bonded labour, servitude, deceptive recruitment, and human trafficking.
- Not retaining workers' identity documents or restricting their freedom of movement.
- Ensuring recruitment practices are ethical and free from coercion or fees charged to workers.
- Not employing anyone under 16 years of age, except in lawful training or apprenticeship programmes meeting all local regulations.
- Ensuring workers are free to leave their employment after reasonable notice.

Where potential risks are identified, suppliers must notify Bremca and take appropriate corrective action.

Supply Chain Expectations

Bremca acknowledges that supply chains can be complex. Suppliers are expected to:

- Take reasonable steps to understand modern slavery, labour, environmental, and ethical risks within their own supply chains.
- Communicate relevant expectations to their subcontractors or sub-suppliers.
- Inform Bremca promptly of any significant issues, breaches, or concerns.

Compliance and Cooperation

Suppliers agree to:

- Maintain documentation demonstrating compliance with this SCoC where appropriate.
- Respond to reasonable inquiries from Bremca regarding labour, environmental, or ethical practices.
- Take corrective actions when issues are identified.
- Bremca may review the commercial relationship with suppliers who do not align with these expectations.



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