



# Supplier Code of Conduct – Jeenie Solutions Ltd

## Purpose

At Jeenie Solutions Ltd, we are committed to ethical and responsible business practices. This Supplier Code of Conduct outlines the minimum standards we expect from all suppliers, manufacturers, and partners in our supply chain.

## Scope

This code applies to all organisations that provide goods or services to Jeenie Solutions Ltd, regardless of location.

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### 1. Legal and Ethical Compliance

- Suppliers must comply with all applicable local and national laws and regulations, including but not limited to those relating to employment, health and safety, human rights, and modern slavery.
- Jeenie Solutions prohibits the use of forced, bonded, or involuntary labour and does not tolerate human trafficking in any form.

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### 2. Labour Rights and Worker Protections

Suppliers must ensure that:

- Employment is freely chosen and based on mutual consent
- Workers are free to terminate employment at any time with reasonable notice
- There is no restriction on workers' freedom of movement
- Workers have access to grievance mechanisms in a language they understand and without fear of retaliation
- No worker is subject to violence, harassment, or intimidation
- Workers' original identification documents are never confiscated
- Workers are not charged recruitment fees
- No compulsory overtime is enforced
- Child labour is strictly prohibited
- There is no discrimination in employment practices
- Workers are free to associate or form unions without interference or penalty



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### 3. Working Conditions and Wages

- Working hours must comply with local laws and industry standards
- Wages must be paid regularly, on time, and in full, with no illegal deductions
- A safe and hygienic working environment must be maintained at all times

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### 4. Supply Chain Due Diligence

- Suppliers must assess their own supply chains for risks related to modern slavery and labour exploitation
- Jeenie Solutions may request documentation or conduct informal reviews to verify compliance

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### 5. Environmental Responsibility

- Suppliers are encouraged to minimise their environmental impact through reduced waste, emissions, and responsible sourcing

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### 6. Monitoring and Enforcement

- Jeenie Solutions reserves the right to request a signed acknowledgement of this Code
- A supplier self-assessment form may be requested
- Breach of this code may result in termination of the business relationship

Issued by: Jeenie Solutions Ltd

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**Failure to meet these standards may result in termination of the business relationship.**

**Issued by:** Jeenie Solutions Ltd

**Effective Date:** 3/6/2025

A handwritten signature in black ink, appearing to be "Lee Quickmire", located below the text "Issued by: Jeenie Solutions Ltd".

**Approved by:** Lee Quickmire, Founder and Safe Patient Care Specialist (equivalent to Managing Director)



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