

ETHICAL TRADING POLICY

Organisation: Test TS Business

Membership No: UKRBA-2026-0003

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Test TS Business

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1. Introduction

Test TS Business is committed to conducting our professional services operations with integrity, transparency and responsibility. This Ethical Trading Policy sets out the standards and expectations that govern our relationships with suppliers, partners and stakeholders across our business activities.

As a professional services provider operating within the United Kingdom, we recognise that our ethical responsibilities extend beyond our own organisation. The standards we adopt, and the conduct we expect from those we work with, reflect our commitment to responsible business practices and compliance with applicable UK law and international standards.

This policy applies to all employees, directors, contractors and representatives of Test TS Business. It also establishes the ethical standards we require from our suppliers and service providers. The policy articulates our approach to ethical trading and sets out the principles that underpin our procurement decisions and business relationships.

The purpose of this policy is to ensure that Test TS Business operates fairly and responsibly, that we source our goods and services from suppliers who meet high ethical standards, and that we maintain transparency in our business dealings. This policy demonstrates our

commitment to the communities and regions in which we operate, to environmental responsibility, and to fair labour practices.

2. Ethical Principles

2.1 Commitment to Fair Trading

Test TS Business is committed to fair and ethical trading practices. We believe that fair trading practices create sustainable business relationships, reduce risk and contribute positively to the wider economy and society.

We are committed to:

- * Paying our suppliers fairly and promptly in accordance with agreed payment terms;
- * Avoiding exploitative pricing practices that would place unreasonable cost burdens on suppliers;
- * Dealing transparently with suppliers and providing clear information about our expectations and requirements;
- * Resolving disputes with suppliers fairly and promptly;
- * Avoiding practices that could be considered coercive or manipulative;
- * Treating all suppliers with respect, regardless of their size or status.

2.2 Labour Standards and Human Rights

Test TS Business is committed to respecting human rights and ensuring that labour standards are upheld across our supply chain. We expect all suppliers to comply with applicable employment law and to maintain conditions of work that are safe, hygienic and respectful.

Specifically, we require our suppliers to:

- * Comply with all applicable UK employment law and the laws of the jurisdiction in which they operate;
- * Not employ child labour or forced labour in any form;
- * Provide fair wages that meet at minimum the legal minimum wage requirements of their jurisdiction;

- * Allow workers freedom of association and the right to collective bargaining where applicable;
- * Maintain safe and healthy working conditions;
- * Not subject workers to discrimination based on age, race, religion, disability, gender or any other protected characteristic;
- * Not engage in harassment, intimidation or other abusive behaviour towards workers.

2.3 Environmental Responsibility

Test TS Business recognises the importance of environmental stewardship and sustainable business practices. We are committed to minimising the environmental impact of our operations and to working with suppliers who share this commitment.

We expect our suppliers to:

- * Comply with all applicable environmental laws and regulations;
- * Implement measures to reduce waste, energy consumption and carbon emissions;
- * Where relevant, source materials and resources responsibly;
- * Manage hazardous materials and waste disposal safely and in compliance with law;
- * Work towards continuous environmental improvement.

2.4 Compliance and Governance

Test TS Business is committed to legal compliance and ethical governance across all our business activities. Our approach to ethical trading is underpinned by compliance with UK law, including but not limited to the Modern Slavery Act 2015, the Bribery Act 2010, UK data protection law, and employment law.

We expect our suppliers to:

- * Comply with all applicable UK law and the laws of their operating jurisdiction;
- * Maintain transparent financial and business records;
- * Not engage in bribery, corruption or any form of dishonest conduct;
- * Protect personal data and comply with UK data protection legislation;
- * Maintain appropriate safeguards against money laundering and financial crime.

2.5 Transparency and Accountability

Test TS Business believes that transparency is essential to ethical trading. We are committed

to being open about our practices, to communicating clearly with stakeholders, and to being accountable for our decisions and conduct.

We will:

- * Maintain clear records of our supplier relationships and procurement decisions;
 - * Communicate this policy and our ethical standards to all suppliers;
 - * Be open about the criteria we use when selecting suppliers;
 - * Listen to concerns raised by suppliers, employees and other stakeholders;
 - * Take appropriate action where breaches of this policy are identified.
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3. Supplier Standards

3.1 Supplier Selection

When selecting suppliers for Test TS Business, we will consider ethical standards as part of our procurement process. For larger contracts and longer term relationships, we will undertake appropriate due diligence to ensure that suppliers meet our ethical standards.

Our approach to supplier selection will include:

- * Assessing whether potential suppliers have appropriate systems in place to comply with employment law and health and safety regulations;
- * Considering the environmental practices and policies of potential suppliers;
- * Evaluating the financial stability and governance standards of potential suppliers;
- * Where appropriate, requesting information about a supplier's compliance with the Modern Slavery Act 2015;
- * Considering references and feedback from other clients where available.

3.2 Contractual Commitments

Our contracts with suppliers will include clauses requiring compliance with this Ethical Trading Policy. Key contracts will include specific commitments regarding labour standards, environmental responsibility, legal compliance and transparency.

Where appropriate, contracts will include:

- * Requirements to comply with applicable employment law and our labour standards;
- * Environmental standards and expectations;
- * Obligations to maintain appropriate governance, compliance and record keeping;
- * Rights for Test TS Business to audit or inspect compliance;
- * Clear procedures for reporting concerns or breaches;
- * Consequences for material breaches of ethical trading standards.

3.3 Due Diligence and Monitoring

Test TS Business will undertake ongoing due diligence and monitoring of our suppliers. The extent of this monitoring will be proportionate to the size of the contract, the nature of the goods or services provided, and the level of risk identified.

Our approach to monitoring will include:

- * Regular communication with suppliers about performance and standards;
- * Requesting information from suppliers where we have specific concerns;
- * Visiting supplier premises where appropriate and practicable;
- * Responding to whistleblower reports or concerns raised by employees or other stakeholders;
- * Taking action where we identify potential breaches of our standards.

3.4 Remediation and Improvement

Where we identify that a supplier is not meeting our ethical standards, we will seek to work with the supplier to address the issues identified. We believe that in many cases, suppliers will be willing to make improvements when issues are brought to their attention.

Our approach will be:

- * To communicate clearly any concerns about compliance with our standards;
- * To give suppliers a reasonable timeframe to address issues;
- * To support suppliers in understanding what improvements are needed;
- * To work collaboratively with suppliers on remediation where practicable;
- * To terminate relationships where suppliers are unwilling to address serious breaches or where breaches relate to child labour, forced labour or other serious harms.

3.5 Modern Slavery

Test TS Business takes the risk of modern slavery seriously. We recognise that modern slavery can occur in supply chains and we are committed to taking steps to identify and address this risk.

In accordance with the Modern Slavery Act 2015, we will:

- * Assess the risk of modern slavery in our supply chain;
 - * Take steps to prevent modern slavery occurring within our supply chain;
 - * Work with suppliers to address any identified risks;
 - * Maintain records of our due diligence and response to modern slavery risks;
 - * Publish an annual statement setting out the steps we have taken.
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4. Review

4.1 Policy Review Schedule

This policy will be reviewed annually on or around 17 July each year. The review will consider:

- * Any changes in UK law or international standards relevant to ethical trading;
- * Feedback from employees, suppliers and other stakeholders;
- * Any breaches or concerns identified during the year;
- * Changes to our supply chain or business operations;
- * Any emerging risks or issues affecting ethical trading.

4.2 Policy Updates

Where updates to this policy are required, Test TS Business will communicate changes to all relevant stakeholders, including employees and key suppliers. We will maintain dated versions of this policy and ensure that the current version is readily available.

4.3 Responsibility and Ownership

Management at Test TS Business is responsible for ensuring that this policy is understood and implemented across the organisation. All employees are responsible for understanding

this policy and for raising concerns where they identify potential breaches or violations.

4.4 Queries and Concerns

Employees or external parties with questions about this Ethical Trading Policy, or with concerns about ethical trading practices, should raise these with management at Test TS Business. We are committed to taking all concerns seriously and to investigating them appropriately.

This Ethical Trading Policy is effective from 17 July 2026 and will be reviewed on or before 17 July 2027.

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