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Foreword

Sustainability lies at the heart of Foresight's business. To us, this means creating a better world and accelerating the transition to a sustainable society. We believe in acting conscientiously as a corporate entity and responsibly managing our assets and the counterparties we work with. In doing so, we seek to achieve positive social and environmental outcomes, which we believe are critical to the long-term success of Foresight and the funds it manages.

We focus on resilient infrastructure and real asset sectors which contribute meaningfully to global sustainability targets in a way that meets the needs of the present, without inhibiting the ability of future generations to meet their own needs.

Ensuring the principles of sustainable development in our supply chain is important to us. We want to partner with suppliers who share our beliefs and are motivated to develop and improve both their own sustainability performance and that of their own supply chain.

This document outlines where Foresight believes positive environmental and social outcomes can be achieved within supplier activity. Foresight also believes that adherence to these initiatives can offer long-term cost benefit and business opportunities through more efficient use of resources and intelligent forward planning.

We expect our suppliers to comply fully with applicable laws and to adhere to internationally recognised standards. We also expect our suppliers to use their best efforts to implement these standards with their own suppliers and subcontractors.

As one of Foresight's suppliers, we expect you to support, embrace and enact the following sustainability and ESG standards, which incorporate the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the OECD's Guidelines for Multinational Enterprises and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. Demonstrable non-adherence to this code of conduct may be deemed as a breach of contract and could act as grounds for termination.

In acknowledging this Supplier Code of Conduct, you commit to:

- Operate at a minimum, in full compliance with all applicable laws, rules and regulations;
- Understand that society and business are best served by responsible business behaviours and practices;
- Cooperate with due diligence audits and work towards carrying out due diligence on your own supply chains in order to cascade the principles and criteria of this Code of Conduct to further tiers of the supply chain;
- Appreciate differences in culture and the challenges associated with interpreting and applying this Code of Conduct globally - it is understood that the methods for meeting these expectations may differ dependent on an Entity's size and location, however, shall remain true to the spirit of the principles;
- Understand that this Code of Conduct is best implemented through a continual improvement approach that advances supplier performance over time.

Name:

Organisation:

Date:

Signed:

Environment

Environment – Compliance

- Comply with the requirements of local, national and international laws related to environmental standards.
- Be able to demonstrate the relevant valid permits including for use and disposal of resources. This shall include emissions to air, discharges to water, water usage, assessment and management of spills and leakage, hazardous and non-hazardous waste management, and biodiversity.

Environment – Management

- Ensure the use of appropriate management systems to safeguard the environment against unnecessary harm (e.g. ISO 14001);
- Demonstrate senior management endorsement for environmentally responsible behaviour through provision of adequate resources.
- Aim to continuously improve environmental performance and secure resource to enable it.
- Minimise negative impact on biodiversity, climate change and water scarcity.
- Use resources efficiently by applying energy-efficient and environmentally friendly technologies, reducing emissions to air, water and soil, reducing, reusing and recycling waste in a way that supports the circular economy.
- Have a nominated individual responsible for co-ordinating the site's efforts to improve environmental performance.

Environment – Measurement and Reporting

- Where relevant as an ongoing service provider, report quarterly against the environmental specific KPIs within Foresight's Sustainability and ESG KPIs as detailed in Annex A.
- Be prepared to submit a list of your own key suppliers to allow Foresight to conduct its own Due Diligence on them using the ethiXbase platform¹.
- Measure impacts, including continuous recording and regular reviews of use and discharge of natural resources, including emissions to air, discharges to water, water usage, assessment and management of spills and leakage, hazardous and non-hazardous waste management, and biodiversity.
- Collect and account for material greenhouse gas (GHG) emissions and energy use by source and make this information available.
- Detail any emissions reduction strategies it is undertaking with a view to setting time-bound greenhouse gas emissions reduction targets and implementing a plan to achieve these targets. The targets shall cover the material sources of Direct and Indirect Greenhouse gas emissions.
- Disclose information on their product or service's characteristics, including (if applicable):
 - CO2 emissions Lifecycle Assessment (LCA) where available;
 - Durability;
 - Lifetime performance degradation;
 - Reparability;
 - Dismantlability;
 - Recyclability of materials.

¹ A template will be provided where this is required.

Social

Social – Compliance

Human Rights

- Respect Human Rights and observe the [UN Guiding Principles on Business and Human Rights](#) in ways appropriate to their size and circumstances, including as a minimum:
 - Develop a policy commitment to respect Human Rights.
 - Undertake Human Rights Due Diligence processes that seek to identify, prevent, mitigate and account for any potential adverse impacts on Human Rights.
 - Where an adverse impact on Human Rights has been identified, provide for or cooperate in its remediation through legitimate processes.
- Support the protection of internationally proclaimed human rights, fight forced labour (including modern slavery and human trafficking) and child labour.
- Maintain respect for all indigenous peoples, local communities and their associated rights, adhering to the principles of Free, Prior and Informed Consent.
- Ensure that you do not supply products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuses as outlined in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG).

Labour Rights

- Ensure the establishment of a recognised employment relationship in keeping with national law where work is performed on the behalf of a supplier.
- Provide a written employment agreement for all workers that contains a description of the terms and conditions of employment in a language they can understand.
 - For Migrant Workers the written agreement must be in their native language and be provided prior to the worker departing from his or her country of origin.
 - There shall be no substitution or change(s) in the employment agreement between departure and arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.
- Ensure probationary periods are set in accordance with national and local laws and, in the absence of local law, must not exceed 6 months.
- Respect the rights of Workers to associate freely in Labour Unions, seek representation and join Workers' councils without interference, in line with the ILO Conventions C877 and C988.
- Respect the rights of Workers to collective bargaining, participate in any collective bargaining process in good faith, and adhere to collective bargaining agreements where such agreements exist.
 - Where applicable law restricts the right to freedom of association and collective bargaining, support alternative means of association for Workers that are permitted under applicable law and shall not hinder the development of parallel means for independent and free association and bargaining.
- Comply with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to local living conditions
- Comply with Applicable Law and industry standards on Working Time (including Overtime working hours), public holidays and paid annual leave. Overtime must be voluntary and consistent with applicable national and international standards.

Forced Labour and Modern Slavery

- Acknowledge the [Foresight Group Modern Slavery Act Statement](#) and, where applicable, implement a similar statement of your own and communicate it to your supply chain.
- Neither engage in nor support the use of forced, bonded or involuntary prison labour as defined in ILO Convention C293, along with Protocol P29 (2014) to this Convention, and ILO Convention C1054.

- Ensure all workers employed by the supplier have chosen the employment voluntarily, fully understanding the terms and conditions of employment, without need to lodge deposits or identity papers, with freedom to leave employment after a reasonable period of notice;
- Not unreasonably restrict the freedom of movement of Workers in the workplace.
- Not engage in or support Human Trafficking either directly or through any employment or recruitment agencies.
- Not retain originals of Workers' identity papers, work permits, travel documents or training certificates.
- Provide workers with freedom to terminate their employment at any time without penalty, given notice of reasonable length.

Child Labour

- Neither use nor support the use of Child Labour as defined in ILO Conventions C1385 and C1826, and shall comply with related national and international law:
- Ensure a basic minimum working age of 15 years.
- Not engage in or support Hazardous Child Labour.
- Not engage in or support the Worst Forms of Child Labour.

Non-discrimination and Fair Treatment

- Ensure no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Not tolerate any mistreatment of a Worker by another Worker, employee and/or manager, which may include verbal, psychological, sexual or physical bullying and harassment, or any behaviour which disrupts or interferes with another's work performance or that creates an intimidating, offensive or hostile work environment.
- Prohibit all forms of corporal punishment and protect personnel from any type of abuse (mental or physical coercion and verbal abuse) or inhumane treatment in the workplace.

Social – Management

- Protect the health and welfare of employees, local communities and the general public against hazards inherent in supplier processes and products.
- Implement, communicate and regularly review an Occupational Health and Safety Policy that senior management has endorsed and supports through provision of resources.
 - Apply this Policy to all Workers and Visitors present in any area or activities under the Entity's control.
 - Include in the Policy a commitment to comply with Applicable Law on Workers' health and safety, international standards, and ILO Conventions on Occupational Health and Safety including where relevant ILO Conventions 1559 and 17610.
- Have a documented Occupational Health and Safety Management System that is conformant with applicable national and international standards.
 - Conduct a health and safety risk assessment and site inspections at a regular basis and implement actions to minimize risks / hazards found.
 - Deliver regular and recorded Health & Safety training, with such training being repeated for new or reassigned workers.
- Control, store, use and dispose of hazardous chemicals/materials according to applicable laws, minimising hazards and risk to workers through a health and safety management system.
- Provide a safe and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Prevent accidents and injury to health arising associated with, or occurring in the course of work, by minimising the causes of hazards inherent in the working environment.
- Identify and assess emergency situations in the workplace and any company provided living quarters and prevent them by implementing appropriate plans and response procedures.

- Have site specific emergency response plans developed in collaboration with potentially affected stakeholder groups such as communities, workers and their representatives, and relevant agencies.
- Provide access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage.
- Provide, as appropriate, clean and safe accommodation that meets the basic needs of the workers.
- Treat employees with respect and provide a workplace free of harassment, abuse, harsh or inhumane treatment, unlawful practices and discrimination.
- Enable employees and other stakeholders to report concerns or potentially unlawful practices.
- Conduct due diligence on mineral supply chains according to the recommendations outlined in the OECD DDG.

Social – Measurement and Reporting

- Where relevant as an ongoing service provider, report quarterly against the social specific KPIs within Foresight’s Sustainability and ESG KPIs as detailed in Annex A.
- Be prepared to submit a list of your own key suppliers to allow Foresight to conduct its own Due Diligence on them using the ethiXbase platform².
- Report accurately on any incidents (positive or negative) that pertain to the social welfare of employees, contractors, communities and other stakeholders in the course of conducting business with or on behalf of Foresight Group.

² A template will be provided where this is required.

Governance

Governance – Compliance

- Abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- Formally prohibit all types of bribery, corruption, extortion, embezzlement and money laundering.
 - Do not pay or accept bribes or participate in other illegal inducements in business or government relationships, or through the use of intermediaries. Ensure you have adequate systems, including risk assessment, training and internal monitoring, in place to prevent bribery and comply with Applicable Law.
- Implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

Governance – Management

- Consider business integrity as the basis of good business relationships.
- Forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- Respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- Implement a Responsible Sourcing Policy, aligned to the social, environmental and governance principles and criteria identified by this Code of Conduct and communicate, and raise awareness of these principles amongst its supply chain partners.
- Not contribute to Human Rights abuses in High-Risk Areas in line with [guidance on due diligence for businesses to address the risks of forced labour in their operations and supply chains](#).
- Establish due diligence policies and procedures to demonstrate your commitment to avoid direct or indirect contribution to Human Rights abuses and environmental adverse impacts.
- Identify and assess actual and potential risks related to forced labour and Human Rights abuses and environmental adverse impacts in your own supply chain.
- Provide training to relevant employees (e.g. purchasing team) on due diligence procedures.
- Develop and adopt a measurable plan with suppliers or other business partners to credibly obtain and verify information on origin of products used
- Provide training to relevant employees (e.g., purchasing team) on due diligence procedures
- Address identified risks in a manner commensurate with the company's control or influence over the suppliers of these goods and services, following common practices and international guidelines. Remediation and / or responsible disengagement shall follow international best practices.

Governance – Measurement and Reporting

- Where relevant as an ongoing service provider, report quarterly against the governance specific KPIs collected monthly within Foresight's Sustainability and ESG KPIs as detailed in Annex A.
- Be prepared to submit a list of your own key suppliers to allow Foresight to conduct its own Due Diligence on them using the ethiXbase platform³.
- Report accurately on any incidents (positive or negative) that pertain to your governance structures, processes and procedures.

³ A template will be provided where this is required.