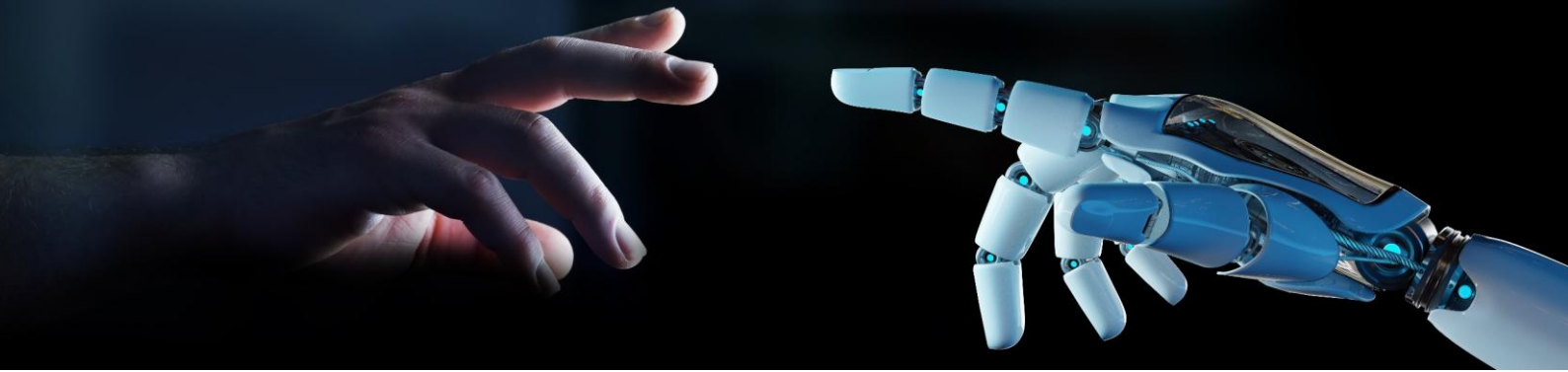




Supplier Code of Conduct

Version: 1.0

Applicable

Unlocking the power and value of Microsoft 365 and Teams Phone telephony.



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1 Introduction

We help customers and partners reduce the cost and complexity of Microsoft 365, Azure and Teams Voice environments by providing tools, managed services, and consultancy that improve governance, security and long term value.

Applicable passionately support the global commitment to sustainable practices, strong governance, supporting our communities and promoting ethical behaviour across all aspects of our operations. As part of this, we aim to work with suppliers who share our commitment to delivering high-quality products and services without compromising the environment or negatively impacting society.

The below code of conduct is applicable to all Applicable's suppliers and third party engagements.

2 Supplier Code of Conduct

2.1 Labour Standards

We require all our suppliers to actively prohibit the use of child or forced labour within their organisations, as well as taking steps to prohibit such labour within their own supply chains. This includes fully complying with the obligations set out in the Modern Slavery Act 2015. Our suppliers should also perform appropriate pre-employment checks to mitigate risks associated with forced labour and human trafficking, and be able to evidence on request their policies and procedures related to these standards.

2.2 Justice, Equality, Diversity and Inclusion

We operate on a foundation of inclusivity and equality, and expect the same to be true for businesses in our supply chain. We understand that diversity within a workforce can add value through varied perspectives, skills, knowledge and experience and require our suppliers to hold JEDI related policies and procedures.

2.3 Safety and Welfare

The safety and wellbeing of our employees is our highest priority, and as such we require our suppliers to uphold the same standards for both Applicable's employees and their own. We operate a zero-tolerance policy for sexual harassment, or harassment or workplace bullying of any kind, and expect suppliers to maintain relationships with Applicable staff and teams build on mutual respect and behave accordingly.

We believe that any member of staff within our supply chain should be entitled to work in a safe environment, and we require our suppliers to hold appropriate health and safety policies which correspond with the Health and Safety at Work Act 1974.

2.4 Business Ethics

We expect our suppliers to conduct all business activities with honesty and integrity. Suppliers should be able to demonstrate a comparable commitment to these values by maintaining appropriate training, policies, and grievance procedures addressing bribery, fraud, and corruption in all forms.

2.5 Environmental Standards

We understand that business functions are impactful on the world around us, and as such we expect suppliers to operate in a responsible and sustainable manner. Suppliers must comply with all applicable environmental laws and are expected to manage their waste, emissions and resource use responsibly. Suppliers are encouraged to reduce greenhouse gas emissions and support environmental protection across their operations and supply chains, and hold action plans to strive for continuous improvements.

2.6 Whistleblowing

Should any of our suppliers have any concerns about the conduct of any member of our team, or a member of our supply chain, we encourage these to be raised via our Whistleblowing hotline.

UK - 0800 026 0466

USA - 1877 492 6399

Australia - 1 800 621 390

Malaysia – 1 800 815 895

<https://fileaconcern.org/applicable>

3 Document Management

3.1 Document Revision History

Version	Reason for Release	Release Date	Author
1.1	Initial version	07/09/2026	GS

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