

Bigness Group – Code of Conduct for Business Partners

At Bigness Group, we believe strong partnerships are built on integrity, respect, and shared responsibility. This Code of Conduct sets out the standards we expect from all subcontractors, suppliers, and business partners working with us.

1. Business Integrity

- Conduct all business honestly, transparently, and ethically.
- Avoid bribery, corruption, fraud, or any improper advantage.
- Comply with all applicable laws and regulations in every jurisdiction where business is conducted.
- Maintain accurate records and provide truthful information in all dealings with Bigness Group.

2. Labor and Human Rights

- Treat all workers with dignity and respect.
- Prohibit forced labour, child labour, and any form of exploitation.
- Provide equal opportunity in employment, free from discrimination based on race, gender, religion, age, disability, or any other protected status.
- Respect workers' rights to lawful association and collective bargaining.
- Ensure working hours, wages, and benefits meet or exceed legal requirements.

3. Health and Safety

- Provide a safe and healthy work environment for all employees and subcontractors.
- Comply with all health and safety laws and Bigness Group safety requirements.
- Ensure operatives are qualified, competent, and equipped with appropriate PPE.
- Report and investigate all accidents, incidents, and near misses promptly.

4. Environmental Protection

- Carry out works with care to minimise environmental impact.
- Use resources efficiently, reduce waste, and recycle where possible.
- Comply with all applicable environmental laws and regulations.
- Support Bigness Group's sustainability goals, particularly in retrofitting and energy-efficient building practices.

5. Compliance and Reporting

- Cooperate fully with Bigness Group compliance checks, audits, and site inspections.
- Report any suspected violations of this Code or unethical behaviour immediately.
- Understand that breaches of this Code may result in contract termination or removal from Bigness Group's approved subcontractor list.

Acknowledgment of Code of Conduct

I, the undersigned, on behalf of _____
(Company/Subcontractor Name), acknowledge that I have received,
read, and understood **Bigness Group's Code of Conduct for
Business Partners.**

I agree that all officers, directors, employees, subcontractors, agents,
and representatives associated with my company will comply with
this Code when engaging in any business activity with Bigness Group.

Company Name: _____

Authorized Signatory: _____

Name (Printed): _____

Title: _____

Date: _____