



Global Supplier Code of Conduct

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1 Introduction

We are committed to maintaining the highest ethical standards, behaviours, and compliance. This Global Supplier Code of Conduct specifies the minimum standards of behaviour Rolls-Royce requires of our suppliers. The requirements identified in the Global Supplier Code of Conduct are based on the principles of the Rolls-Royce Global Code of Conduct, and are mandated through the Rolls-Royce General Conditions of Purchase.

We expect our suppliers to adhere to this Global Supplier Code of Conduct, in addition to the provisions of any commercial terms agreed between Rolls-Royce plc and the supplier.

1.1 Content, scope, and applicability

The Global Supplier Code of Conduct is applicable to all suppliers and partners who supply product or services related to Rolls-Royce contracts or purchase orders.

Suppliers are expected to cascade these principles to their own suppliers in order to ensure alignment across the supply chain. This may involve the establishment of supply chain management processes that integrate the requirements of this Global Supplier Code of Conduct.

2 Operate Safely

2.1 Health and Safety

Our principles:	What this means for our suppliers:
<p>Operating safely is a priority for Rolls-Royce. Our vision is to create a working environment where there is zero harm to the health, safety and wellbeing of our people and others who may be impacted by our activities.</p> <p>Our Health & Safety goals are to:</p> <ul style="list-style-type: none">- Create a safe and healthy work environment with no injuries and no work-related ill-health,- Prevent or minimise negative impacts from our products and services.	<p>Suppliers must comply with the legal occupational safety and health obligations applicable to the place of employment.</p> <p>Suppliers are expected to be committed to managing Health & Safety risks and to proactively protecting the health, safety and welfare of their employees, contractors, visitors, and those in the community who may be affected by their activities.</p> <p>Suppliers are expected to operate a suitable and sufficient health and safety management system, which defines the requirement to assess work-related risks, implement controls to eliminate or reduce those risks and to provide adequate instruction and training to those who may be impacted.</p>

2.2 Environment

Our principles:	What this means for our suppliers:
<p>In line with our Group Policy, we expect the highest standards of behaviour for protecting the environment in which we operate. We take personal and collective responsibility, along with our suppliers, contractors, joint ventures, and other partners, to prevent or minimise any adverse environmental impact from our activities, products, and services, support the sustainable use of resources, and strive for no environmental incidents.</p> <p>We will ensure compliance with relevant legal and other requirements and drive towards best practice.</p>	<p>Suppliers are expected to comply with all applicable environmental laws and to manage their affairs in a manner which prevents or minimises any adverse impacts on the environment, including those in the community who may be affected by their activities.</p> <p>Suppliers are expected to operate a suitable and sufficient environmental management system, which includes the requirement to assess environmental risks, implement controls to eliminate or reduce those risks and to provide adequate information to those who may be impacted.</p>
<p>Waste We ensure environmentally sound handling, collection, storage, and disposal of waste in accordance with the laws in force in the applicable jurisdiction. This includes controls on the shipment of waste between countries.</p> <p>We are committed to reducing waste arising from our operations.</p>	<p>Suppliers are expected to handle and store waste in ways that prevent pollution. Suppliers are also expected to ensure waste is collected and disposed of in compliance with relevant laws and in a way that prevents or minimises adverse environmental impacts.</p> <p>As far as practicable, our suppliers shall reduce the waste arising from their operations and implement the use of circular supply chains wherever possible.</p>

2.3 Climate Action

Our principles:	What this means for our suppliers:
<p>We have committed to</p> <ul style="list-style-type: none"> • become net zero carbon in our operations by 2030; • ensure all our new products are compatible with net zero carbon operation by 2030; and • ensure that all of our products are compatible with net zero carbon operation by 2050. <p>We have committed to use of science-based targets to assist and measure reductions in our greenhouse gas emissions.</p>	<p>Suppliers shall set near-term and long-term science-based emissions reductions targets. With the near-term targets set on or before 31st December 2027 and long-term targets set to meet net-zero by no later than 2050.</p> <p>Suppliers shall share copies of their near-term and long-term targets with us.</p> <p>Supplier shall agree targets with us to continuously improve energy efficiency and the use of renewable energy sources in your operations.</p>

2.4 Responsible sourcing, in particular conflict minerals

Our principles:	What this means for our suppliers:
<p>Rolls-Royce supports regulatory principles that promote socially responsible sourcing of minerals, chemicals, and other materials, and manage all of our business activities in line with international and local laws relevant to our countries of operation.</p> <p>We are committed to the managed reduction and phase out of hazardous substances where feasible.</p>	<p>Suppliers must provide Rolls-Royce with products made from materials, including constituent minerals, that are sourced responsibly and verified as ‘conflict free’ in accordance with the OECD guidelines.</p> <p>The products supplied to Rolls-Royce must consist of materials that are procured in a responsible manner and are not “conflict-affected” as set forth in the OECD Guidance. Suppliers ensure that the Regulation on minerals from conflict-affected areas is observed in compliance with Annex II of the OECD guidelines.</p> <p>Suppliers must provide Rolls-Royce with supporting data on their supply chain of minerals when requested. In the event that the material ‘chain of custody’ supplied is “indeterminable” or otherwise unknown, the supplier must commit to either attaining the appropriate certifications, or to the phase out of that material.</p> <p>Suppliers are expected to take steps to:</p> <ul style="list-style-type: none"> - manage the reduction and phase out of hazardous substances where feasible in line with applicable legislation. - ensure similar steps are taken in their own supply chains.

3 Trusted to deliver excellence

3.1 Human Rights

Our principles:	What this means for our suppliers:
<p>Child labour We do not accept child labour or any practice that inhibits the development of children.</p>	<p>Suppliers must not employ anyone under the age of 15 years or, where it is higher, according to the applicable law, the mandatory national school leaving age. Suppliers must never use or support practices that inhibit the development of children in accordance with applicable ILO conventions.</p>
<p>Modern Slavery & Forced Labour We believe that all employment should be freely chosen.</p>	<p>Suppliers must not use any form of involuntary labour including, but not limited to, people who have been trafficked, forced, prison or debt-bonded labour.</p>
<p>Fair pay & benefits We recognise the need to reward fairly for skill, contribution, and performance.</p>	<p>The supplier must ensure that all wages meet local minimum wage requirements as laid down by the applicable law and, in addition, as is determined in accordance with the regulations of the place of employment.</p> <p>Any overtime may only be performed in accordance with the respective legal requirements and workers must receive adequate compensation for any overtime worked.</p> <p>Standard working hours must not exceed legal limits and over time must not exceed the maximum allowed by law.</p>
<p>Diversity & Inclusion We treat each other openly, honestly, and courteously.</p> <p>We ensure a zero-tolerance approach to discrimination based on age, disability, gender (including identity, expression, and reassignment), marital or civil partner status, parental status (including maternity and paternity status), race, nationality, ethnic or national origin, religion or belief, sexual orientation, or any other personal characteristic.</p>	<p>Suppliers are expected to promote equal opportunities for all and value inclusion and diversity.</p> <p>Harassment or discrimination must not be tolerated. Suppliers must comply with local laws regarding discrimination and harassment and physical, verbal, or psychological abuse must not be tolerated.</p>

<p>Collective Bargaining</p> <p>The decision on whether to join a trade union or not is an individual choice.</p>	<p>Suppliers are expected to respect this choice and the relevant processes and laws on collective representation and consultation where applicable.</p>
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3.2 Working with customers, suppliers, partners, and communities

Our principles:	What this means for our suppliers:
<p>We compete fairly and with integrity on sales campaigns and bids for external research funding.</p> <p>When seeking new suppliers and partners we conduct thorough due diligence. We take steps to only choose suppliers and partners whose values and business behaviour meet high ethical, standards.</p> <p>We support communities in areas of education and skills, environment, social investment and arts, culture, and heritage. Our investment can include financial, time or in-kind support.</p>	<p>Suppliers must only engage with employees, agents, intermediaries, consultants, representatives, distributors, teaming partners, contractors, suppliers, consortia and joint venture partners who meet ours and your standards with regard to reputation and conduct.</p> <p>Suppliers must listen carefully to requests or concerns from the community and address them appropriately. You are encouraged to seek similar opportunities in your local communities</p>

3.3 Conflicts of interest

Our principles:	What this means for our suppliers:
<p>We avoid any situation where conflicts of interest might be seen as influencing our business decisions or behaviour or might stop us from acting in the best interests of Rolls-Royce. If we believe there is, or might be, a conflict of interest, we speak up.</p>	<p>Suppliers must conduct your business free from conflicts of interest or mitigate appropriately any such conflicts if they arise.</p>

3.4 Accurate business records

Our principles:	What this means for our suppliers:
<p>We maintain accurate and complete records of our business transactions.</p>	<p>Suppliers must maintain accurate and complete records of your business transactions.</p>

4 Acting with integrity

4.1 Anti-bribery and corruption

Our principles:	What this means for our suppliers:
<p>We do not tolerate bribery and corruption in any form.</p> <p>We only appoint partners of known integrity and require that their conduct meets our standards at all times.</p> <p>We never offer, give, or accept anything of value that is, or could be seen as, improperly influencing business decisions.</p> <p>We do not make Facilitation Payments.</p>	<p>Suppliers must conduct your business honestly, fairly, and free from any bribery or corruption.</p> <p>Suppliers must only offer gifts or hospitality in an open and transparent way and your gifts or hospitality must never be illegal. Where gifts or hospitality are offered, these should not be intended or interpreted as an attempt to improperly influence business decisions.</p> <p>Suppliers must not offer or make facilitation payments.</p>

4.2 Safeguarding our resources and respecting the confidential information of others

Our principles:	What this means for our suppliers:
<p>Our technologies, intellectual property and commercially sensitive and confidential information are vital assets of our business and we protect them from unauthorised access, use and disclosure.</p> <p>We protect the confidential information we hold, including data from customers, suppliers, joint ventures, and other parties. We only share and use it internally to the extent that we are permitted to, and we never share it externally without authorisation.</p> <p>We do not try to find or use the information of other people or organisations, including competitors, that we know is confidential or restricted.</p>	<p>Suppliers must safeguard our resources and information and ensure that all data and documents are kept secure.</p> <p>Suppliers must keep confidential information confidential and never use information which you should not have.</p> <p>Suppliers must never offer or supply information which Rolls-Royce should not have.</p> <p>Suppliers must use appropriate nondisclosure or confidentiality agreements to protect our confidential and proprietary information.</p>

4.3 Export controls, sanctions and import obligations

Our principles:	What this means for our suppliers:
<p>We are committed to compliance with import and export laws, regulations, and procedures wherever we operate.</p>	<p>Suppliers must comply with all relevant export control and sanctions legislation when exporting or importing goods or technology and shall plan for and obtain all necessary authorisations and permits to ensure timely and compliant delivery of their products.</p> <p>Where an authorisation or permit so requires, suppliers shall also have in place all the necessary processes to manage access to export controlled goods or technology only by staff or other entities authorised to have such access. Where applicable, this requirement shall be flowed down to any sub-tier suppliers. Suppliers should also be alert for suspicious enquiries from those who might be attempting to gain illicit access to goods, software, or technology.</p>

4.4 Competitive behaviour and antitrust

Our principles:	What this means for our suppliers:
<p>We believe in open and fair competition.</p> <p>We conduct business in an honest and straightforward way.</p>	<p>Suppliers must comply with competition (antitrust) laws in the countries where they operate or sell product.</p> <p>Suppliers must not co-ordinate market conduct with competitors or their own suppliers in a way that improperly restricts competition.</p>

4.5 Preventing the facilitation of tax evasion

Our principles:	What this means for our suppliers:
<p>We do not help our customers, suppliers, or anyone else we work with, to fraudulently underpay, or not pay, tax.</p>	<p>Suppliers must not ask us to do anything which helps them to evade tax.</p> <p>Suppliers must only raise invoices and other contractual documents which are true to the agreed commercial situation and which do not include any false information.</p> <p>Suppliers must not, when acting on our behalf, help others to evade tax.</p>

4.6 Lobbying and political support

Our principles:	What this means for our suppliers:
<p>We are committed to undertaking any lobbying activities in compliance with all applicable laws, and to behaving ethically in all our interactions with governments, agencies, and their representatives.</p> <p>We do not make corporate contributions or donations to political parties, or to any organisations, think-tanks, academic institutions, or charities closely associated to a political party or cause.</p>	<p>Suppliers must act legally and with honesty, integrity, and transparency at all times, in all interactions with governments, their agencies and representatives.</p>

5 Supplier commitment

5.1 Communication

Suppliers shall make the Rolls-Royce Global Supplier Code of Conduct available to employees in the business language of the company.

Suppliers shall make their employees aware of the Rolls-Royce Ethics Line, as detailed below.

Suppliers are required to disseminate these requirements throughout their own supply chain and incorporate the principles set out in this Global Supplier Code of Conduct as part of their routine business practices.

5.2 Global Supplier Code of Conduct adherence

Suppliers shall comply with all aspects of the Rolls-Royce Global Supplier Code of Conduct, as mandated through the Rolls-Royce General Conditions of Purchase and/or any bespoke agreement they have with Rolls-Royce.

Suppliers shall have policies and practices in place to effectively implement these standards within their business. Suppliers shall work collaboratively with us to assess and continuously improve their impact on the environment and society.

Rolls-Royce reserves the right to audit each of its suppliers' compliance with this Rolls-Royce Global Supplier Code of Conduct including carrying out onsite audits upon request.

On our request, suppliers shall complete evidence-based assessments relating to their performance on environmental, social and governance matters and will share the results of such assessments with us. Suppliers shall ensure that documentation demonstrating compliance with this Rolls-Royce Global Supplier Code of Conduct is retained and shall give Rolls-Royce access to such documentation on reasonable notice. Suppliers shall agree to the use by Rolls-Royce of their environmental, social and governance related information for the purposes specified in our agreements with our suppliers and as required by applicable law and/or (in an anonymised format) for reporting publicly or to any customer of Rolls-Royce.

Compliance with this Rolls-Royce Global Supplier Code of Conduct is very important to Rolls-Royce and in the event of non-compliance by a supplier with the requirements set out in this Rolls-Royce Global Supplier Code of Conduct, it will seek to rely on its contractual rights with the supplier, which may include the rights to terminate the relevant agreement.

5.3 Supplier concerns

We speak up about anything that concerns us or that is not in line with the principles set out in this Rolls-Royce Global Supplier Code of Conduct without fear of retaliation and we expect our suppliers to do the same. Rolls-Royce does not tolerate retaliation.

Suppliers can raise questions or concerns online or via telephone and by speaking to your Rolls-Royce contacts or via the Rolls-Royce Speak Up Line, anonymously if required. The following website contains a full list of worldwide telephone numbers for reporting concerns, or alternatively you can use the online system also provided at:



We encourage suppliers to provide a similar anonymous service for raising concerns.

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Rolls-Royce plc
90 York Way
London N1 9GE
United Kingdom

rolls-royce.com