

Jessanol Ltd – Supplier and Partner Code of Conduct

1. Purpose

Jessanol is committed to working with suppliers, associates, freelancers and delivery partners who share our standards of professionalism, integrity and respectful conduct.

This Code of Conduct sets out the expectations we apply when working with third parties on behalf of, or in partnership with, Jessanol.

2. Our Expectations

We expect suppliers and partners to operate in a lawful, ethical and professional manner and to support the reputation and standards of Jessanol when engaged in shared work.

3. Professional Standards

Partners should:

- deliver agreed work to an appropriate professional standard
 - communicate clearly and reliably
 - meet agreed timescales where reasonably possible
 - raise risks or issues promptly
 - act honestly and with integrity
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4. Respectful Conduct

We expect respectful, inclusive and professional behaviour in all dealings with clients, learners, stakeholders and one another.

Harassment, discrimination, bullying or abusive behaviour will not be tolerated.

5. Confidentiality and Data Handling

Where access to client, learner or Jessanol information is provided, this must be handled responsibly, confidentially and in line with relevant legal and contractual

obligations.

6. Quality and Reputation

Partners representing Jessanol should take reasonable care to maintain quality standards and protect the business's reputation.

7. Legal and Ethical Compliance

We expect suppliers and partners to comply with relevant laws and regulations, including those relating to employment, equality, data protection and modern slavery.

8. Concerns

Any significant concerns relating to conduct or standards should be raised promptly so they can be reviewed fairly and appropriately.

9. Responsibility

Responsibility for this Code sits with Jessanol leadership.

10. Review of Code

This Code will be reviewed annually or as required.

Owner: Jessanol Ltd

Role Responsible: Director

Version: 1.0

Date: 21/4/26

Next Review: 21/4/27