Supplier Code of Conduct and Ethical Sourcing Policy

AYOOB AI LTD (trading as AyoobAI). Company number 15931832. Version 1.0, November 2026. Published at ayoob.ai.

1. Purpose and scope

This code sets the standards we expect from every supplier and subcontractor who works with us or for our clients (together, "suppliers"). It forms part of our contracts with them. Suppliers must apply the same standards to their own supply chain.

2. Human rights and modern slavery

- No forced, bonded, trafficked or child labour.
- Workers are free to leave their employment and keep their own identity documents.
- Suppliers must comply with the Modern Slavery Act 2015 and tell us at once if they find a risk or a case in their supply chain.

3. Labour standards

- Pay at least the legal minimum wage, with clear, written terms.
- Working hours that comply with the law.
- Freedom of association.
- A safe and healthy workplace, in line with health and safety law.

4. Equality, diversity and inclusion

Suppliers must comply with the Equality Act 2010, have an equality policy or agree to follow ours, and not discriminate against, harass or victimise anyone. Before we engage a subcontractor, we ask for its equality policy and confirmation that it has had no finding of unlawful discrimination in the last three years.

5. Business integrity

No bribery or corruption, in line with the Bribery Act 2010. No facilitation of tax evasion. Suppliers must declare any conflict of interest.

6. Data protection and information security

Suppliers must protect personal and client data in line with UK GDPR and the Data Protection Act 2018, and meet the security requirements of our ISO 27001:2022 information security management system that apply to their work. This includes keeping client data in the locations the contract requires.

7. Environment

Suppliers must comply with environmental law, use energy and materials efficiently, cut waste, and share carbon data with us when we ask for it. Hosting and cloud providers must publish carbon data or renewable energy commitments.

8. Raising concerns

Suppliers and their workers can raise concerns with our Director in confidence. Nobody will be penalised for raising a concern in good faith.

9. How we check that this code works

- **Before engagement:** due diligence on every new supplier, scaled to risk. It includes this code, equality, modern slavery and security questions, and the supplier's published statements.
- **In the contract:** compliance with this code is a contract term, with a right to audit and to end the contract for serious breaches.
- **Each year:** we review our main suppliers against this code, record the results, and agree actions where needed.

- **Measure:** the share of active suppliers and subcontractors who have accepted this code, which we aim to keep at 100%.

Breaches are investigated. We work with the supplier to put things right, and we end the relationship where a serious breach is not fixed.

Approved by	Husain Ayoob, Director and Chief Executive Officer
Signature	Husain Ayoob (typed signature)
Date	9 November 2026