



Admiral Supplier Code of Conduct

Introduction

Admiral is committed to conducting business in an ethical, responsible, and values-aligned manner. We expect all suppliers, contractors, and business partners to uphold the same standards. This Code of Conduct sets out the minimum requirements for suppliers working with Admiral.

Summary of Key Requirements

- Align with Admiral's values: Customer Focus, Integrity, Sustainability, Continuous Improvement, Respect.
- Respect human rights and prohibit modern slavery.
- Comply with ESG standards: environmental responsibility, diversity, anti-bribery.
- Protect data and maintain cybersecurity.
- Allow audits and maintain accurate compliance records.
- Report any concerns promptly.

1. Alignment with Admiral's Values

Suppliers must operate in a way that reflects Admiral's values:

- Customer Focus – Deliver products and services that meet high standards of quality and safety.
- Integrity – Act honestly, transparently, and in compliance with laws and regulations.
- Sustainability – Minimise environmental impact and promote responsible resource use.
- Continuous Improvement – Strive for innovation and efficiency in processes and practices.
- Respect – Treat all individuals fairly, with dignity and without discrimination.

2. Human Rights and Modern Slavery

- Respect internationally recognised human rights as outlined in the UN Guiding Principles on Business and Human Rights.
- Prohibit all forms of forced labour, child labour, human trafficking and corporal punishment.
- Implement policies and due diligence processes to identify and mitigate risks of modern slavery within operations and supply chains.



- Provide safe and healthy working conditions, fair wages, and working hours in compliance with local laws.
- Cascade modern slavery and human rights standards, which are maintained internally, down the supply chain.

3. Environmental, Social, and Governance (ESG) Responsibilities

- Minimise environmental impact by reducing waste, emissions, and resource consumption.
- Comply with all environmental laws and regulations.
- Promote diversity, equity, and inclusion within their workforce.
- Maintain robust governance practices, including anti-bribery and corruption measures.
- Work with Admiral to improve ESG processes.

4. Data Protection and Cybersecurity

- Comply with all applicable data protection laws, including GDPR.
- Implement appropriate technical and organisational measures to safeguard Admiral's data.
- Report any data breaches or cybersecurity incidents promptly.
- Ensure confidentiality and integrity of all information shared during the business relationship.

5. Compliance and Monitoring

- Suppliers must maintain accurate records to demonstrate compliance with this Code.
- Admiral reserves the right to audit suppliers and request evidence of compliance.
- Non-compliance may result in corrective actions or termination of the business relationship.

6. Reporting Concerns

Suppliers should report any suspected violations of this Code or unethical behaviour through Admiral's designated reporting channels.



Whilst this Code is not intended to be legally binding in itself, its purpose is to raise awareness of the standards of behaviour that the Admiral Group expects from its suppliers. Failure to meet these standards will result in fewer opportunities to work with Admiral Group. The legal obligations between Admiral Group and its suppliers are always outlined in the contract between the parties.

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