



Supplier Code of Conduct

Doing business
responsibly 

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Introduction & scope

Corporate integrity, responsible sourcing, environmental sustainability, and the safety and wellbeing of workers in the countries where we do business are of paramount importance to Renishaw plc and its subsidiaries (referred to as “Renishaw”, “we” or “us”). These principles, together with our core values of innovation, inspiration, integrity, and involvement, underpin everything we do. This Supplier Code of Conduct (the “Code”) reflects these principles and sets out the minimum standards and behaviours that must be met by any entity (and its supply chain) that supplies products or services to Renishaw (a “Supplier”).

1. Compliance with laws and regulations

Suppliers shall comply with all laws and regulations in their own country and in any other countries where they operate and shall act in accordance with relevant international conventions and guidelines set by international organisations. If the standards in this Supplier Code of Conduct are stricter than local or international requirements, the standards in this Code shall apply to ensure the highest level of compliance and ethical practice.

2. Human and labour rights

Human rights - Suppliers shall respect internationally recognised human rights, including those set out in the International Bill of Human Rights and the International Labour Organisation principles on fundamental rights.

Slavery, human trafficking and child labour - Suppliers shall comply with all applicable laws against slavery and human trafficking, in any part of its supply chain. They shall not allow or engage in forced labour, child labour, bonded labour, indentured labour, or prison labour.

Equal opportunities - Suppliers shall treat all workers fairly and avoid discrimination in any employment practice. Decisions shall not be based on race, gender, age, religion, disability, sexual orientation, union membership, or any other personal characteristics.

Freedom of association and collective bargaining - Suppliers shall respect workers’ rights to join groups of their choice, including trade unions, and to take part in collective bargaining without interference.

Safe working environment - Suppliers shall provide a safe, healthy, and clean workplace, in accordance with all applicable health and safety laws. They shall take steps to prevent accidents and hazards and provide workers with appropriate protective equipment where risks cannot be prevented or controlled.

Wages and remuneration - Suppliers shall pay fair wages, including overtime, and provide benefits that, as a minimum, meet the higher of the minimum wage and benefits established by applicable law, collective agreements, industry norms, and an amount sufficient to cover basic living needs.

No harassment - Suppliers shall ensure a workplace free from harassment, including sexual harassment, and shall take measures to prevent it.

3. Environmental sustainability

Suppliers shall ensure that their operations, products, and packaging comply with all environmental laws and international treaties, including those on climate change, waste, emissions, and hazardous materials.

Environmental impact - We recognise our responsibility to protect the environment and are committed to minimising our impact. Suppliers are encouraged to take a proactive approach in identifying ways to reduce their environmental footprint, including minimising waste, energy consumption, and use of the natural resources, as well as promoting energy saving solutions, implementing recycling initiatives, and adopting logistics strategies that reduce environmental impact. Suppliers are expected to support Renishaw's goal of achieving Net Zero emissions by 2050 by helping to reduce the emissions associated with the products and services they provide and, where applicable, collaborating with Renishaw to develop an emission reduction programme.

Hazardous materials - Suppliers shall comply with all applicable laws and regulations on material restrictions, product safety, and the handling of hazardous substances, chemicals, and materials.

4. Ethics and compliance

Anti-bribery, corruption and fraud - Suppliers shall comply with all laws on bribery, corruption, and fraud, including the UK Bribery Act and any other relevant legislation. They shall not offer or accept bribes, kickbacks, facilitation payments, or anything of value to gain an unfair advantage. Suppliers shall also not engage in any fraudulent activity (or in any activity, practice or conduct that would constitute a fraud or a fraud offence) and shall not evade or facilitate the evasion of tax.

Conflicts of interest - Suppliers shall avoid situations where personal interests could conflict with Renishaw's interests. A conflict of interest arises when a supplier representative uses their position to promote their own interests or those of friends, family members, or other related parties. Any potential or actual conflicts must be promptly reported to Renishaw.

Gifts and hospitality - Suppliers shall not offer gifts or hospitality to Renishaw employees or to any third party on Renishaw's behalf, unless explicitly agreed in writing in advance by Renishaw.

Sanctions and export control - Suppliers shall (i) comply with all applicable import and export control laws, regulations, trade embargoes, and sanctions (collectively "Export Laws"); and (ii) not supply any products or services which originate from or have been manufactured, developed, or processed in <https://www.renishaw.com/restricted-destinations> ("Restricted Destinations"), whether directly or indirectly, in whole or in part, without the express written permission of the Group Head of Export Control. Suppliers warrant that neither they nor any individual or entity in their supply chain or which owns or controls them is located, organised, or resident in a Restricted Destination or otherwise subject to any relevant Export Laws. Suppliers must provide Renishaw with accurate and complete export control information for all supplied products or services, including classification, applicable jurisdiction, licensing details, and any other data required by Renishaw to comply with Export Laws. Suppliers must also promptly inform Renishaw of any changes to these classifications, jurisdictions, licensing statuses, or regulatory obligations.

Fair competition - Suppliers shall comply with all applicable competition laws, apply high ethical standards in the markets where they operate, and shall not engage in price fixing, market sharing, or any other practice in violation of competition laws.

Money laundering - Suppliers shall not take part in money laundering and shall have controls in place to prevent financial transactions being used for this purpose.

Conflict minerals - Renishaw is committed to responsible sourcing practices and an ethical supply chain ensuring that the risk of conflict minerals is managed within its global supply chain. Suppliers shall comply with laws on conflict minerals, carry out due diligence to ensure responsible sourcing, mitigate risks in their supply chains and provide documentary evidence of these actions on request to Renishaw.

Accuracy of records - Suppliers shall keep all business and financial records complete, accurate, and transparent, while respecting confidentiality and complying with legal requirements.

5. Confidentiality, data privacy and intellectual property

Confidentiality - Suppliers shall respect and protect confidential information and shall not (i) process it using machine learning or artificial intelligence (“AI”), (ii) use it for any unauthorised purposes, or (iii) make it available to any third party (including without limitation via AI prompts), other than as expressly permitted in writing by Renishaw.

Data privacy - Suppliers shall comply with all applicable data privacy laws. If Suppliers are required to process any personal data on Renishaw’s behalf, they shall enter into a data processing agreement with Renishaw in advance.

Intellectual property - products and services supplied to Renishaw must not infringe third party intellectual property rights and must be delivered with full rights and title and without encumbrance.

6. Ensuring compliance with the Code

Renishaw expects Suppliers to (i) carry out due diligence on their sub-tier suppliers that will form part of Renishaw’s upstream supply chain to ensure compliance with this Code, (ii) to monitor their adherence, and (iii) to provide evidence of this to Renishaw on request. We expect Suppliers to provide training to their staff engaged in providing products or services to Renishaw on the requirements of this Code, keep records of all training completed, and share these records with Renishaw on request.

If Suppliers have any queries about the meaning of any part of this Code or about the proper course of action to follow in connection with it, they should seek advice from their contact buyer at Renishaw, or contact Renishaw’s Procurement team on suppliers@renishaw.com

7. Self-monitoring and reporting breaches - Speak Up

Suppliers shall monitor their own compliance and that of their supply chain with this Code, promptly report any actual or suspected breaches to Renishaw, and provide full cooperation to Renishaw in relation to any investigation of the matter raised.

Suppliers shall ensure that staff are protected from retaliation if they raise a genuine concern about actions/behaviour addressed by this Code.

Concerns can be reported anonymously to Renishaw’s Speak Up Portal at <https://renishaw.ethicspoint.com>

8. Consequences of infringement

Where there is a breach of this Code by the Supplier, its staff, or sub-tier suppliers, we may end the business relationship (including any contracts) immediately or require a remediation plan within twenty (20) working days. Failure to provide or implement the remediation plan, or inability to resolve the issue, may result in the immediate termination of the contract by Renishaw. We may suspend the relationship during remediation and, at our discretion, offer support and resources.