



Supplier Code of Conduct



Introduction

Tate is mindful of the duty it has to its audiences, colleagues, and communities to operate in an ethical and sustainable manner, and to ensure compliance with all applicable law, regulatory requirement, and best practice.

Tate is committed to ensuring that its supply chain is a force for good. As part of this we will strive to ensure that working conditions are safe, that all workers are treated with respect and dignity, and that all suppliers are working to reduce their carbon footprint.

As part of this commitment, Tate then requires the suppliers who do business with us to ensure that they and their supply chains are operating in a legally compliant, ethical, socially responsible, and environmentally sustainable manner.

This Supplier Code of Conduct will describe the main principles and values Tate expects all its suppliers to stick to when bidding for, and delivering contracts, for goods, works and services. The code of conduct will act as a 'conversation starter' between Tate and its suppliers, particularly where sustainability is concerned, and we hope that many fruitful discussions will be had between buyers and suppliers.

Thank you,

Declan McAlister
Head of Procurement
Tate



Tate Values

Our values help in building the kind of Tate all wish to see; a Tate which is inclusive, collaborative, and supportive of all who work at Tate or for Tate. Our suppliers have a key role to play in helping us to embed these values into everything we do.

Open

We're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.

Bold

We have the courage of our convictions, we're willing to take imaginative risks, and we aren't afraid of failure - so long as we learn from it.

Rigorous

We'll win people's trust if we're accountable for our actions and excellence underpins everything we do.

Kind

We value and respect each other, our partners and our visitors, striving to make every encounter memorable and enriching.



Applicable Law

Suppliers to Tate shall comply with all laws that are applicable to its business worldwide, by any UK law that is applicable to the business being conducted for Tate, and specifically the:

- *Bribery Act 2010*
- *Equality Act 2010*
- *Modern Slavery Act 2015*

Global ethical standards

Suppliers to Tate should adhere to the ten principles of the [United Nations Global Compact](#).

These are ten central principles of corporate sustainability and will help ensure that suppliers to Tate are operating in ways that meet minimum standards of human rights, labour, environmental concern, and anti-corruption. These principles act as the basis for this Supplier Code of Conduct.

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.



Standards of Behaviour

Ethical Behaviour

Tate expects high standards of behaviour from suppliers and refers to [the Nolan Principles](#) as a benchmark. We expect that conflicts of interests are to be avoided where possible and managed effectively where they cannot be prevented.

We require our suppliers to be clear about the ethical standards they expect of their own employees, partners, and subcontractors, and to have adequate processes that review and apply these standards.

Counter Fraud and Corruption

Tate will not accept any form of corrupt practice that we become aware of. We expect that suppliers adhere to anti-corruption law, explicitly the Bribery Act 2010, the Criminal Finances Act 2017, and the Sanctions and Anti-Money Laundering Act 2018. We expect that suppliers will have strong processes to ensure that any sub-contractors also comply with these laws.

Transparency

In line with our values, Tate seeks to be open, honest, and collaborative in our dealings with suppliers, and Tate expects a similar level of honesty and accessibility in return.

Supply Chain

Suppliers to Tate should deal fairly with the subcontractors in their supply chain and should also ensure prompt payment is made of all invoices.

Modern slavery

Tate unreservedly condemns modern slavery and human trafficking wherever in the world it occurs. Tate has a zero-tolerance approach to modern slavery, and we are committed to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

As part of this commitment, suppliers to Tate are to observe the spirit of the Modern Slavery Act 2015. Where suppliers are required by the act to prepare a Modern Slavery statement, they should do so and ensure it is published in a prominent location on their website.

Suppliers shall ensure that they are not directly engaged in slavery, forced labour or human trafficking. Suppliers shall take reasonable steps to identify potential risks of modern slavery taking place indirectly through their supply chains and use their buying power to influence their suppliers to stop or reform their activities.

In line with enforcing this zero-tolerance approach, Tate reserves the right to inspect the supplier's premises and interact with workers without notice.

Employment and welfare standards

Tate believes that suppliers should protect the human rights of their employees and treat them with respect and dignity.



Suppliers are expected to provide a safe, fair, and ethical workplace that adheres to labour law, health and safety legislation and welfare standards. The freedom of association and the right to collective bargaining is to be respected so that workers have the right to join a trade union or to bargain collectively. Working conditions are to be made safe and hygienic, and health and safety at work is promoted and maintained by senior management representatives. Working hours shall comply with national laws and any collective agreements set, and in any case will adhere to the Working Time Regulations 1998.

Suppliers to Tate are expected to pay [the Living Wage](#) to employees, as set from time to time by the Living Wage Foundation. As of 06 February 2020, this is set at £10.75 per hour in London and £9.30 across the rest of the UK.

Sustainability and the environment

Tate has [declared](#) a climate emergency. Through this Tate is determined to reduce its carbon footprint by 10% by 2023, to embed the principles of sustainability within our systems, values, and programmes and to start the conversation with suppliers on these topics.

Suppliers to Tate are expected to support this agenda by not only being compliant with all current environmental legislation, but by minimising the environmental impact of your business. This can be achieved by conserving the amount of energy and water you consume, and where energy must be consumed making these processes more efficient. Suppliers should reduce waste by using packaging that minimises the amount of material used and ensuring that, where practicable, material used is recyclable.

Suppliers should expect Tate to be proactive on this topic and prepare themselves for discussions on sustainability improvements.

Social responsibility

We expect our suppliers to act for the benefit of society at large, by being aware of their social responsibilities and seeking to contribute directly to the communities they operate in. Suppliers ought to uphold the Tate values, the standards laid out in this code and support corporate social responsibility areas such as diversity and inclusion, carbon footprint reduction, prompt payment etc.

Diversity and Inclusion

Tate seeks to maintain a supplier base that reflects the diversity of staff and visitors. In this manner, Tate will ensure that diverse businesses (i.e. those owned, operated, or controlled by ethnic minorities, women, LGBT+ people, people with a disability etc.) will have equal opportunity to become suppliers to Tate. Tate therefore expects all of its suppliers to have similar policies to promote supply chain diversity.

Suppliers are expected to have policies or procedures that explicitly ban disrespectful behaviour, discrimination, bullying, or harassment based on the 9 protected characteristics as set out by the Equality Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Tate may seek to terminate any contract on performance grounds if a supplier is found to have breached this code of conduct.



Version Control

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