



# Statement of Supplier Expectations

April 2025

*As a firm, we recognise that we have an impact that goes beyond our core activities. We want that impact to be a positive one, whether it is our impact on the environment or shaping the next generation of our workforce.*

*This Statement of Supplier Expectations sets out what we expect from our suppliers. We may at our discretion decide not to work, or to stop working, with suppliers who don't meet these expectations. We rely on the information that suppliers provide to us about their practices in the areas outlined below and require suppliers to notify us promptly if their practices change so that they no longer meet these expectations.*



## Corporate responsibility

As a firm, we pride ourselves on doing the right thing and recognising our responsibilities to those around us – our people, our clients, our suppliers and our local communities. We expect suppliers we work with to:

- Commit to responsible business practices by publishing and following a corporate responsibility policy.
- Work with their own suppliers to encourage high social, environmental and governance standards throughout the supply chain.



## Our people

We look after the people who work for us and encourage a healthy work-life balance. We expect suppliers we work with to:

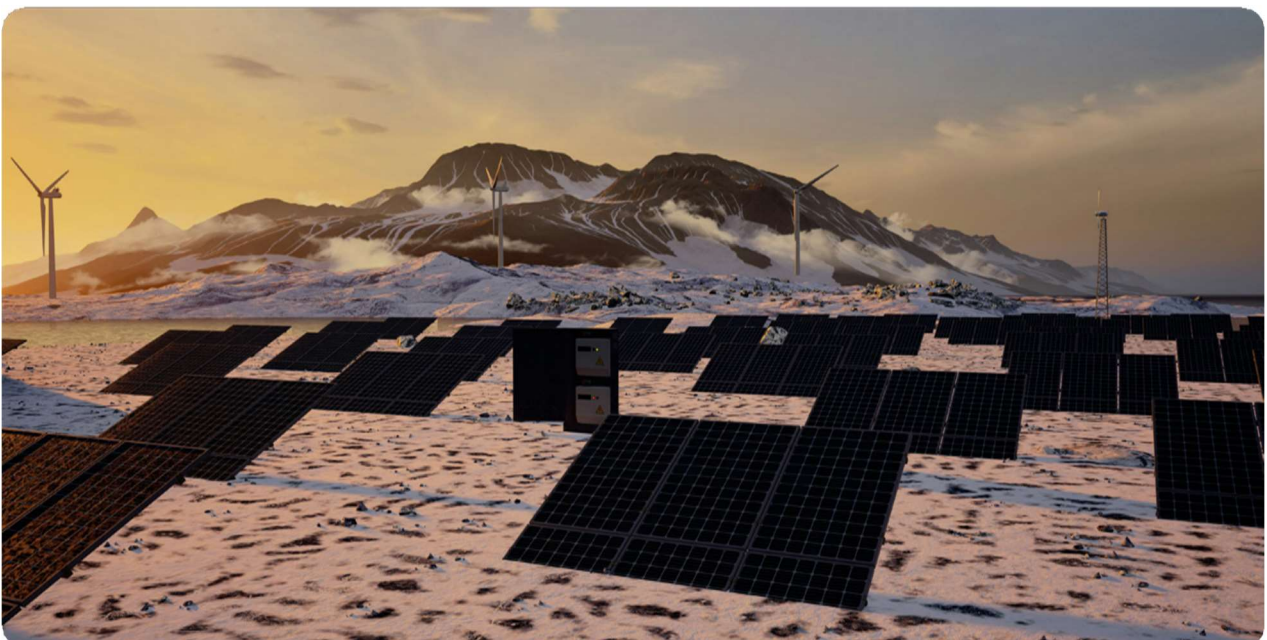
- Pay a fair wage to all employees and contractors.
- Promote diversity and inclusion in the workplace.
- Provide a safe and healthy working environment for employees and contractors.
- Have zero tolerance of any form of harassment, including sexual harassment, against anyone they encounter in the course of business. This should be clearly enshrined in policies and practices, including clear routes for raising issues and complaints.
- Respect workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.



## Integrity and legal compliance

We are committed to the highest ethical standards and regard compliance with relevant legislation as the minimum acceptable standard for doing business. We expect suppliers we work with to:

- Act with integrity and honesty in all their business practices.
- Comply with all applicable laws and regulations, including those relating to money laundering, fraud, bribery, corruption, tax evasion and other economic crimes.
- Maintain policies and procedures, including training to prevent, detect and respond to economic crime and to allow personnel to report violations, misconduct, or grievances without fear of retaliation.
- Commit to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of their business.
- Vet all personnel to ensure compliance with criminal, financial and professional standards relevant to their roles.
- Disclose and manage conflicts of interest that may compromise integrity or business impartiality.



## The environment

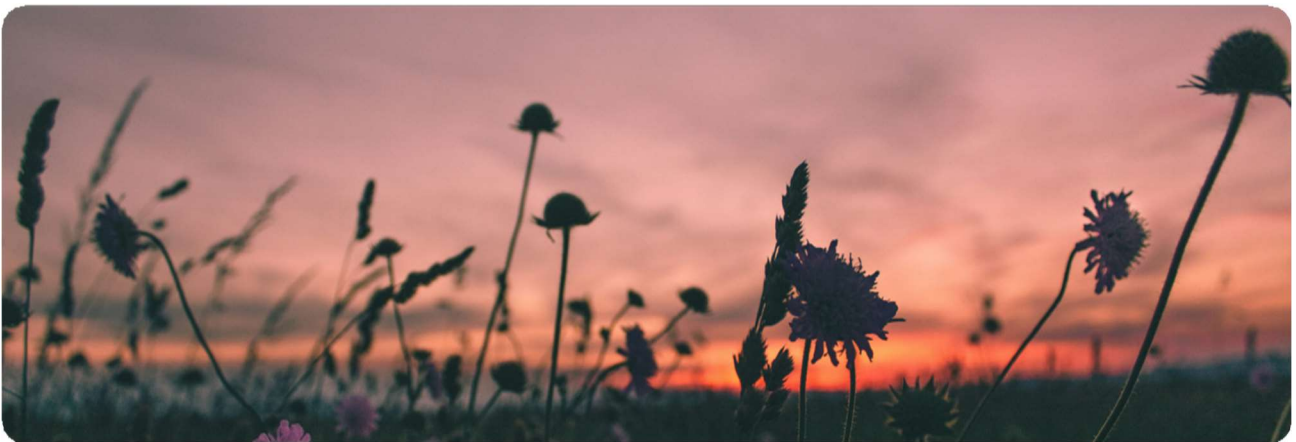
We monitor our energy and resource use, and constantly look for ways to reduce them. We expect suppliers we work with to:

- Commit to reducing the environmental impact of their operations, including by reducing the greenhouse gas emissions and waste they generate.
- Take steps to reduce the transport and packaging associated with supplying products and services to us.
- Seek to reduce the environmental impact associated with the use and disposal of goods they supply to us.

## Confidentiality, Data protection and Information Security

We take great care to look after the personal data and sensitive business information that our clients entrust to us. We expect suppliers we work with to:

- Comply with all relevant data protection laws and regulations.
- Have appropriate system, network and physical security measures in place to ensure the security of their systems and information.
- Respect the privacy of employees and clients.
- Maintain the confidentiality of our information and that of our employees, partners and clients.



This statement is issued on behalf of Lane Clark & Peacock LLP and its relevant subsidiaries, including Delta Energy & Environment Limited. For further information about Lane Clark & Peacock LLP and its subsidiaries, please click [here](#). References to “LCP”, “we”, “us” or “our” may be to Lane Clark & Peacock LLP and/or its subsidiaries (or any one or more of them), as the context requires.

---

*At LCP, our experts help to power possibility by navigating you through complexity to make decisions that matter to your business and to our wider society. We are powered by our desire to solve important problems to create a brighter future. We have market leading capabilities across pensions and financial services, energy, health and analytics.*

All rights to this document are reserved to Lane Clark & Peacock LLP.

Lane Clark & Peacock LLP is a limited liability partnership registered in England and Wales with registered number OC301436. LCP and LCP Delta are registered trademarks in the UK and in the EU. All partners are members of Lane Clark & Peacock LLP. A list of members' names is available for inspection at 95 Wigmore Street, London W1U 1DQ, the firm's principal place of business and registered office. The firm is authorised and regulated by the Financial Conduct Authority for some insurance mediation activities only. We are also licensed by the Institute and Faculty of Actuaries for a range of investment business activities.

© Lane Clark & Peacock LLP 2025