

# Business Partner Commitment

Our Standards of Behaviour. It starts with you.



**LONDON GATWICK**

POWERED BY **VINCI** AIRPORTS   **GLOBAL INFRASTRUCTURE PARTNERS**



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## Our shared standards

Acting with honesty, integrity and respect underpins the decisions and actions we all must take on behalf of London Gatwick every day and is a crucial part of how we deliver our vision: **To be the airport for everyone, whatever your journey.**

Together, we earn the right to be the airport for everyone by building and preserving trust. As a business partner of London Gatwick, you play a vital role in helping us to build and preserve trust by always doing the right thing.

The Business Partner Commitment is your roadmap to show you how by living the right behaviours will ensure we always doing the right thing. They have been designed to:



set our expectations on what route you must take when there is a choice to make;



support and empower you to fearlessly speak up if something doesn't feel right.

I am counting on you to make these commitments your own.

Thank you.

Stewart Wingate

Chief Executive, London Gatwick

## Your commitments

As a business partner of London Gatwick, you commit to:



### Respecting each of the principles of the UN Global Compact

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#### Protecting the safety and security of the airport

Complying with our security screening requirements and protocols at all times.

Complying with our health and safety requirements and protocols at all times.

Being proactive about ensuring the health and safety of others, with a zero accident – zero harm objective for all.

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#### Keeping our information and property safe and secure

Protecting our information and property from loss, theft, damage, destruction, and unauthorised access, disclosure, or use.

Immediately reporting all data breaches to [dpo@gatwickairport.com](mailto:dpo@gatwickairport.com) and [ITOpsCentre@gatwickairport.com](mailto:ITOpsCentre@gatwickairport.com).

Ensuring any data or information you share with us is accurate and reliable.

Ensuring any information you hold about us is retained for an appropriate length of time and securely destroyed when no longer required.

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#### Protecting human rights

Never engaging in or facilitating any form of slavery, forced and compulsory labour, or human trafficking.

Never engaging in or facilitating discrimination.

Forbidding any employment of a person under legal minimum age in relation to the legislation in force in the country where your activities are located.

Ensuring that your employees are treated with respect and dignity and requiring that your own suppliers and sub-contractors treat their employees in the same manner.



### Competing fairly

Adopting and maintaining loyal behaviours in commercial relations.

Never engaging in any abusive or illicit behaviours, or any unlawful infringements of competition laws.

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### Always acting with honesty, integrity and in compliance with the law

Respecting the local laws and regulations applicable to the countries in which your activities are located.

Never engaging in or facilitating any behaviour or act that could be deemed to be active or passive corruption, collusion, influence peddling, or favouritism.

Never engaging in or facilitating any behaviour or act that is dishonest or could be deemed to be fraud, tax evasion, or money laundering.

Complying with all sanctions and trade controls.

Proactively declaring all conflicts of interest relevant to your engagement with London Gatwick.

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### Protecting the environment

Supporting London Gatwick to achieve our [Decade of Change](#) goals.

Taking all possible steps to limit the impact of your activities on the environment.

Preserving natural resources, by limiting your water energy and raw materials consumption.

Reducing your greenhouse gas emissions.

Limiting your waste production by facilitating recycling and waste elimination.

Integrating environmental criteria in the selection process for your own suppliers and subcontractors.

Developing and promoting sustainable environmental value related to your activity by the adoption of sound environmental practices, and by proposing these environmental solutions in offers to London Gatwick.



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## Who must comply with these commitments?

This Business Partner Commitment must be complied with by you as our business partner. You must ensure that your employees, representatives, and others working for you directly or indirectly on our behalf are aware of these commitments and comply with them too.

## What happens if you don't follow the commitments?

These commitments reflect what we expect here, and you are required to commit to them. We take concerns about business conduct seriously. Your failure (or the failure of your employees, representatives, or others working for you directly or indirectly on our behalf) to comply with these commitments may result in us:



requiring you to produce a remediation plan specifying the actions that you will take to ensure compliance; or



terminating our relationship with you.

We may conduct audits or inspections to verify your compliance with these commitments.

## How can you raise concerns?

If you are concerned that the commitments have not been followed, please tell us as soon as possible by:

Emailing [speak.up@gatwickairport.com](mailto:speak.up@gatwickairport.com)

Calling the confidential speak up service on 0800 068 8907

Making an online report (anonymously if preferred) at <https://secure.ethicspoint.eu/domain/media/en/gui/106706/index.html>

**We have zero tolerance for any retaliation made against anyone who has, in good faith, raised concerns with us.**

## Governance

|                |                             |
|----------------|-----------------------------|
| Policy name    | Business Partner Commitment |
| Policy owner   | General Counsel             |
| Approved by    | Risk and Compliance Board   |
| Key contact    | Senior Compliance Counsel   |
| Reference code | 76 LEG 13                   |
| Version number | 1.0                         |
| Effective date | 4 September 2024            |
| Review date    | 2025                        |