



Purpose
Social Homes

SUPPLIER CODE OF CONDUCT

MARCH 2025



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A Message from our Founders

I feel proud to say that Purpose Social Homes envision a global economy where business serves as a force for good, led by B Corporations that prioritise purpose and stakeholder benefits over shareholder profits. As part of a growing global B Corp community of over 8,000 businesses, 1,700 in the UK, we are committed to driving positive change in our society. We also support the Better Business Act, a coalition of over 2,000 businesses advocating for legal reforms that align corporate interests with societal and environmental well-being.

Certified



Corporation

This company is part of the global movement for an inclusive, equitable, and regenerative economic system.

Our Responsibility

We create exceptional living spaces for individuals with learning disabilities, autism, physical disabilities, and mental health challenges, empowering them to lead fulfilling lives. Our overarching mission centres around creating a world where individuals with complex needs and behaviours that challenge can access secure, sustainable and inclusive housing. Our success relies on selecting and collaborating with the right delivery partners to uphold our mission of **“Raising the quality standards in Specialised Supported Housing”** and we believe that by raising the quality bar of SSH, we can also raise the bar of sustainability in the built environment.

Introduction to the Code

This Supplier Code of Conduct sets out clear expectations for our outsourcing partners and suppliers in our delivery chain regarding ethical, social and environmental responsibilities. It is essential to our business, not only to ensure compliance with laws and reduce risks but to go above and beyond legal requirements in promoting responsible business practices. It sets high standards of professional behaviour, a culture of continuous improvement and accountability for everyone. By doing so, we can build trust in our business relationships and create a resilient future-ready supply chain that leads the way in sustainability.

Who does the code apply to?

This term "Supplier" includes outsourcing partners, employer agents, contract administrators, building contractors and their subcontractors, planning and design consultants and other consultants with whom we have an established business relationship.

Purpose Social Homes is committed to upholding the highest standards of ethical, social and environmental standards and we expect our suppliers and partners to extend the same principle to their business practices.



ENVIRONMENTAL SUSTAINABILITY

Integrating sustainable practices into our operations



CLIMATE CHANGE

We follow principles of Circular Economy by giving preference to upcycling existing buildings rather than demolishing and replacing them with new ones which minimises the consumption of new resources, reduces waste, and contributes to environmental and economic sustainability and expect our suppliers to incorporate such practices into their operations where possible.



UN SUSTAINABILITY GOALS

We support the United Nations' Sustainable Development Goals. Our sustainability strategy focuses on creating Specialised housing that minimises environmental impact, enhances social well-being, and promotes economic viability. We promote and encourage all our suppliers to choose and participate in working towards UN Sustainable Goals where possible.



NET ZERO AND BEYOND

By combining emission reduction, innovative technologies in the built environment, collaboration, and stakeholder engagement, we drive positive environmental change whilst securing long-term success in a rapidly changing market. We expect suppliers to promote energy and carbon efficiency in Scope 1,2 and 3 where appropriate.



PARTNERSHIP AND ADVOCAY

Partnership is crucial for fostering ethical business practices and sustainability within the supply chain. We are keen to collaborate with our suppliers to meet shared ethical standards, improve business practices and support continuous improvement through mutual expectations and regular communication and giving preference to those who are committed to climate action.



OUR DECISIONS

We are committed to ensuring every decision we make at Purpose Social Homes, incorporates sustainable practice. We aim to create buildings that minimise environmental impact, enhance social well-being, and promote economic viability while ensuring the internal and external environments support our residents in their mental health recovery journey.



COMPLIANCE

We anticipate that Suppliers will adhere to all relevant local and national environmental laws and regulations, while establishing an Environmental Management System that guarantees all required permits, approvals, and registrations are compliant

Each partner brings diverse perspectives to a variety of challenges which directly benefit our residents and Society

SOCIAL RESPONSIBILITY

Creating a positive change and empowering communities



**COLLABORATING WITH
SUPPLIERS AND TAKING
ACTION TO STRENGTHEN
SOCIETY**

PRINCIPLED BUSINESS

We all have a fundamental responsibility to uphold practices that respect human dignity, comply with the rule of law, and protect natural ecosystems, which are essential to our society and future. By collaborating with all stakeholders, we can contribute to addressing some of the world's most pressing challenges. We expect suppliers to be prepared to invest in our relationships and establish trust with our staff, and with other suppliers involved in service delivery.

RISK MANAGEMENT

We expect suppliers to have adequate systems in place to identify, assess and mitigate any potential and actual risks related to labour practices, health & safety, environmental impact and business integrity including regular risk assessments ensuring compliance with relevant laws and maintaining transparency business operations.

CONTINUOUS IMPROVEMENT

Suppliers should seek to support and contribute to wider social and economic well-being of the communities they operate in.

COLLABORATION

Delivering tailored internal and external environments for our residents is essential to our business, with a strong focus on meeting the needs of our end users (residents). We will collaborate with all stakeholders to clearly define these outcomes, ensuring we not only meet but exceed our clients' expectations, while expecting the same level of commitment and cooperation from our suppliers.

INCLUSIVE CULTURE

We expect our suppliers to uphold high standards of professional behaviour by promoting a workplace where all individuals are treated with respect and dignity, regardless of race, gender, age, disability, sexual orientation, religion, or other characteristic. Suppliers should ensure fair opportunities for all employees and take proactive measures to prevent discrimination, harassment, and bias in the workplace. We also expect suppliers to speak out, without fear of consequences.

DUE DILLIGENCE

We expect suppliers to conduct thorough due diligence to protect human rights and address any negative impacts from their core business activities. They should invest in building trust-based relationships with our team and other suppliers. Suppliers must ensure a safe and healthy working environment, comply with all relevant health and safety regulations, and take proactive steps to prevent workplace hazards while prioritizing physical and mental well-being of employees.

**CREATING AN INCLUSIVE
ENVIRONMENT THAT
VALUES DIVERSE
PERSPECTIVES AND
FOSTERS MUTUAL RESPECT**



ETHICAL STANDARDS

Upholding high standards of fairness, transparency and accountability and empowering communities

FUNDAMENTAL RESPONSIBILITY

The Equality Act 2010 protects people against discrimination, harassment and victimisation in the workplace and wider society. We are committed to fostering a culture of equality, diversity, and inclusion in all aspects of our business. Suppliers must conduct all business dealings with integrity and fairness, comply with applicable laws and regulations and implement a comprehensive policy that enables employees to report concerns safely and anonymously.

CONFLICT OF INTEREST

We expect suppliers to mitigate appropriately against any real, potential or perceived conflict of interest. A supplier with a position of influence gained through a contract should not use that position to unfairly disadvantage any other supplier or reduce the potential for future competition. Any conflict of interest should be reported promptly to us and seek guidance if unsure about conflict.

CONFIDENTIALITY

Suppliers are expected to maintain strict confidentiality regarding any sensitive information shared during business including any confidential details related to our operations, clients, or stakeholders. Suppliers must not disclose or use such information for personal gain or share it with unauthorised parties. Suppliers must ensure that appropriate measures are in place to safeguard the confidentiality of all business-related information.

Setting the stage for long-term success by upholding our basic responsibilities to people and the planet

ACKNOWLEDGEMENT

We are B Corp certified leading provider of Specialised Supported Housing for people with learning disabilities and/or autism. We create bespoke internal and external environments for vulnerable individuals that meet the needs of both the support providers and residents.

GET IN TOUCH



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Important Notice: This supplier code of conduct is under constant review and open for suggestions. This code is not legally binding upon any of the parties or companies.



Purpose

Social Homes

RAISING THE QUALITY BAR OF SPECIALISED SUPPORTED HOUSING