

SUPR

SUPPLIER CODE OF CONDUCT

Introduction

Supermarket Income REIT plc (“the Company”) is a Real Estate Investment Trust investing in a diversified portfolio of supermarket real estate assets in the UK and Europe. The Company's assets earn long-dated, secure, inflation-linked, growing income. The Company targets a progressive dividend and the potential for capital appreciation over the longer term. As long-term investors, the Company is committed to embedding sustainability across its business.

This Supplier Code of Conduct (“the Code of Conduct”) outlines the principles and minimum standards expected of the Company's Suppliers. It is designed to ensure that all parties who work with the Company operate in a legal, ethical, and responsible manner. The Company observes the ten principles of the UN Global Compact which cover human rights, labour, the environment and anti-corruption. This Code is written to support those principles.

Responsibility

Suppliers are required to acknowledge and agree to the Code of Conduct during the Supplier Onboarding Process. The Code of Conduct should be read in conjunction with the Company's detailed policies that support this Code. All of the Company policies referenced below are available on the Company's website: [Home - Supermarket Income REIT Plc](#).

Scope

For the purpose of this Code of Conduct, “Supplier” includes, where relevant, contractors, consultants and agents who act for or on behalf of the Company.

Ethics and Legal Compliance

- Suppliers are expected to comply with all applicable laws, regulations and standards in all of the countries in which it operates.
- The Company does not tolerate acts of bribery, corruption or fraudulent practices by its Suppliers. Suppliers are expected to act in accordance with these principles and commitments as set out in its **Anti-Bribery and Anti-Corruption Policy and Anti-Tax Evasion Policy**.
- Suppliers are expected to have a comprehensive whistleblowing policy which allows employees to report any incidents or concerns anonymously and without repercussion.

Health and Safety

- Suppliers are expected to comply with all relevant Health and Safety legislation and comply with industry specific standards and codes.

Human Rights, Labour Standards and Modern Slavery

- Suppliers are expected to adhere to the International Labour Organisation (“ILO”) Declaration on Fundamental Principles and Rights at Work and to act in accordance with the principles and commitments as set out in the Company's **Human Rights Policy**.
- The Company is committed to ensuring that slavery and human trafficking is not taking place in its business or supply chains. The Company requires its Suppliers adhere to the commitments set out in the Company's **Modern Slavery Statement**.

Wages and Payments

- Suppliers are expected to pay their employees at least the minimum wage required by local law and provide all legally required employee benefits.
- Suppliers are encouraged to pay employees at least the Living Wage or, for employees living in London, the London Living Wage.
- Suppliers are expected to be fair and reasonable in their payment practices.

Environmental Responsibility

- Suppliers are encouraged to minimise their environmental impact, promote energy and carbon efficiency and to set greenhouse gas (“GHG”) emissions reduction and net zero targets and to report on these externally.
- Suppliers are expected to comply with all relevant environmental legislation and international standards, and to act in accordance with the principles and commitments as set out in the Company’s **Environmental and Net Zero Policy**.
- Suppliers are expected to have robust environmental management policies and procedures in place which are appropriate to the nature and scale of their business.

Social Responsibility

- Suppliers are encouraged to support local community initiatives in the surrounding areas in which they operate, where possible, and to develop positive relationships with stakeholders in their local communities.
- Suppliers are expected to plan to minimise any disruption arising from their operations.

Inclusion

- Suppliers are expected to strictly prohibit any kind of harassment, intimidation, bullying or abuse of any employee.
- Suppliers are expected to provide equal access to employment, training and other opportunities without discrimination.

Data Protection and Cyber Security

- Suppliers are expected to safeguard the integrity and security of their systems and comply with relevant standards and guidance.
- Suppliers are expected to act in accordance with all applicable Data Protection laws and regulations in relation to the use, processing and storage of personal data.

Monitoring

Suppliers are expected to monitor ongoing compliance with the Code of Conduct and identify and rectify any issues. Suppliers are required to report any breaches to the Company and agree corrective action. The Company is committed to working with its Suppliers to uphold the principles set out in this Code of Conduct. The Company reserves the right to require Suppliers to demonstrate their compliance with the Code from time to time.

**Signed by Nick Hewson on behalf of the Board of
Supermarket Income REIT PLC
24 November 2025**