

Supplier Code of Conduct

Rightmove's mission is to make the move easier and simpler, by giving everyone the best place to turn to for accessing the tools, expertise and trust to make it happen. Our ability to deliver this mission relies on our ongoing ability to provide uninterrupted, innovative and value-adding services to our customers and consumers. The provision of such services is in part dependent on the suppliers we work with.

To meet our objectives and purpose, as well as for obvious reasons of good business, it is important that we behave in a responsible, sustainable and inclusive manner, and we expect the same behaviour from our suppliers.

The Supplier Code of Conduct applies to suppliers who provide goods or services to Rightmove Group Ltd and its affiliates.

The information in this Code of Conduct, sets out the expected minimum standards Rightmove requires from our suppliers.

Health & Safety

We expect our suppliers to operate in a safe manner, by providing a work environment which complies with all relevant legislation and regulations of the applicable countries in which they operate as well as all international laws and regulations, respecting the health and wellbeing of staff and sub-contractors.

Human Rights & Employment Law

We expect our suppliers to respect human rights, both of their own workforces and those in their supply chains. Suppliers must comply with all applicable human rights and employment laws of the applicable countries in which they operate as well as all international laws and regulations, including the Modern Slavery Act (where the supplier meets the criteria stated in the Act),

Suppliers, and their subcontractors, must ensure all workers engaged in providing goods or services to Rightmove are legally entitled to work in the relevant jurisdiction. Suppliers and any subcontractors must conduct appropriate right-to-work checks in accordance with applicable legislation, retain appropriate records of such checks, and make such records available to Rightmove upon reasonable request.

Suppliers must implement appropriate due diligence and oversight measures to ensure that their subcontractors and supply chain partners comply with the requirements set out in this section. Any actual or suspected breach of applicable human rights, employment or immigration laws relating to the services provided to Rightmove must be notified to Rightmove without undue delay

Responsible Behaviour

We expect our suppliers to manage their own suppliers in a responsible and sustainable manner by:

- identifying and mitigating supply chain risks;
- having reasonable payment policies; and
- considering the ethical and sustainable practices of the supply chain and proactively working with suppliers who represent a material risk.

Environment

All businesses have a responsibility to proactively manage and reduce their environmental impacts. We expect our suppliers to understand these impacts and to abide by all legislation and regulations related to environmental protection. We encourage suppliers to adopt sustainable and ethical sourcing practices to reduce their carbon footprint.

As a supplier to Rightmove, we may request information from you regarding your emissions (scope 1, 2 and 3), targets and calculation methodologies used. Suppliers agree to work with Rightmove to provide this information (if available) in a timely manner.

Financial Crime Prevention

Rightmove has zero tolerance for any form of illegal or corrupt practices, including bribery, tax evasion, fraud, money laundering or terrorist financing. Rightmove expects that suppliers we work with, have effective anti-fraud measures in place to prevent and detect fraud and corruption in the countries in which they operate, in line with the Economic Crime and Corporate Transparency Act 2023. If a Rightmove supplier is suspected of fraud or financial crime, we will take appropriate action which will include a right to audit the supplier or, ultimately, termination in accordance with any applicable contractual rights.

We expect suppliers to have robust processes to ensure that the subcontractors in their supply chain also comply with the relevant legal requirements in this regard.

Data Protection and Information Security

Suppliers must safeguard the integrity and security of their systems and comply with our Data Protection and Information Security standards when processing, storing, or transmitting any personal, commercially sensitive, or proprietary data, or accessing, connecting to our systems.

Suppliers must inform us without undue delay if they become aware of incidents that affect or have the potential to affect our data protection obligations or may impact the integrity and security of our systems.

Conflicts of interest

We expect suppliers to identify and manage any actual or perceived conflicts of interest appropriately. Suppliers must disclose any relationship with a Rightmove director or employee that represents or might appear to represent a conflict of interest.

Management Systems

Suppliers with whom Rightmove has an ongoing commercial relationship should have robust management and governance processes in place, to ensure compliance with this Code. Additionally, suppliers must make reasonable efforts to monitor their supply chain, ensuring their suppliers are aware of, and compliant with, the aims of this Code of Conduct.

Non-Compliance with our Code of Conduct

If you fail to comply with this Code and the issue is significant or cannot be resolved within a reasonable timeframe, we may review the terms of your contract. This review could include changes to the scope of the goods or services provided or, ultimately, termination in accordance with any applicable contractual rights.

We reserve the right to review your policies, procedures, or any other documentation related to this Code. The provisions in this Code are in addition to, and do not replace, any legal agreements or contracts.

Reporting Concerns

If you become aware of anything which is in potential breach of this Code, then you can raise your concerns by email to: supplier@rightmove.co.uk or you can find details of our independently operated Speak up/Whistleblowing line at https://plc.rightmove.co.uk/#policies_hub. Concerns can be reported anonymously – however, if you are willing to provide your name and how you can be contacted, this may assist in any subsequent investigations.