



## Purpose

Agility aims to work with suppliers that share our ethical values and commitment to sustainable growth for our businesses, our stakeholders and society at large. **This Agility Supplier Code of Conduct articulates our expectations regarding how Agility suppliers conduct their business activities.** Agility expects all suppliers to comply with all applicable laws and these principles and to use best efforts to ensure that their suppliers and/or subcontractors also do the same.

### 1. Prohibition of corruption and bribery.

Suppliers must abide by Agility's zero tolerance policy against bribery, corruption and money laundering. This includes a strict prohibition against any form of corruption or bribery, facilitation payments, improper kickback or rebate schemes.

Supplier personnel shall not request, either directly or indirectly, any payment, gift, gratuity, or any other benefit that would influence decisions and/or provide any improper benefits.

### 2. Provide employees a safe, healthy, and productive workplace.

Suppliers must comply with all government and regulatory health and safety laws, as well as the Supplier's internal health and safety policies. Agility expects our suppliers to work with us to minimize the risk of preventable accidents, injury and exposure to health risks.

### 3. Respect for human rights and protection against forced labor, human trafficking or child labor.

Suppliers are expected to have respect for the basic human rights of their employees and to comply with the [Agility Global Human Rights Policy](#) and all applicable local laws related to modern slavery, child labor, freedom of association, working hours and compensation, and non-discrimination. Suppliers shall not charge recruitment fees to employees, illegally withhold passports or engage in practices that restrict the basic human rights of workers.

### 4. Comply with all applicable environmental laws, regulations and standards.

Suppliers are expected to comply with applicable local laws and international standards regarding environmental protection in order to identify, measure and mitigate their environmental impact, and specifically the impact of their operations on the health and safety of surrounding communities. We expect suppliers to adopt best practices, work procedures, and administrative systems to minimize waste, prevent pollution, and use physical resources and energy efficiently.

### 5. Properly safeguard personal and confidential data.

Suppliers must have adequate policies and procedures in place to secure privacy rights and safeguard all data belonging to Agility, our customers, other suppliers and business partners.

Further, Suppliers are expected to comply with all applicable data privacy legislation and ensure that collected personal data is not corrupted, compromised, stolen, disclosed, misused or made accessible to persons without adequate authorization and approval.



**6. Trade Controls and Customs Matters.**

Suppliers are required to comply with all applicable economic sanctions and trade control laws and regulations in the import, export, re-export or transfer of goods, services, software, technology or technical data including any restrictions on access or use by unauthorized persons or entities.

**7. Competition Law.**

Suppliers shall not to engage in any anti-competitive behaviors, such as price-fixing, bid rigging, collusion and/or sharing of any price, cost or other competitive or confidential information

**8. Employees have the ability to voice concerns without fear of retribution.**

Suppliers must have a system in place for confidential grievance reporting, and ensure that employees that voice grievances do not suffer retaliatory action.

**9. Promote these principles amongst their own suppliers and subcontractors.**

Suppliers must be able to demonstrate efforts to promote the principles stated in this Supplier Code of Conduct among its suppliers and to comply with the principles of non-discrimination with regard to supplier selection and treatment.

**10. Supplier Acknowledgement.**

Suppliers must comply with the Supplier Code of Conduct at all times. They must also comply with these principles when choosing business partners and when conducting their business and providing services on behalf of Agility.

Agility reserves the right to request an audit of suppliers for adherence to these principles. Based on a reasonable belief of noncompliance or an actual breach, Agility reserves the right to conduct an audit of the supplier and/or terminate the business relationship.

By signing and returning this document, the Supplier acknowledges their agreement to adhere to the principles outlined in this Supplier Code of Conduct.

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Company Name

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Signed By

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Date

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Title