



Supplier Code of Conduct

Introduction

Corps Team is committed to the highest standards of integrity and social responsibility, and Corps Team expects all its Suppliers engaged in providing products and services to Corps Team ("Suppliers") to have, or to make, a similar commitment. The Corps Team Supplier Code of Conduct ("Code") describes Corps Team's expectations of how its Suppliers conduct business. Corps Team expects Suppliers to act in accordance with the Code, and at a minimum requires that all Suppliers comply with applicable laws and regulations within the geographies where they operate and be open and cooperative with the regulators enforcing such laws.

Overview

The Code reflects Corps Team's values and sets forth what it expected of its Suppliers with respect to the following topics:

- Ethics and integrity
- Data privacy and security
- Inclusion and diversity
- Employment and working conditions
- Wellbeing, health, and safety
- Environment

Supplier Code of Conduct

Ethics and integrity

Corps Team is committed to the highest ethical standards and compliance with all applicable laws, rules, and regulations. In particular, Corps Team requires Suppliers to adhere to the following standards:

Gifts and entertainment

Suppliers must not offer or accept any gift to obtain improper advantages or influence for the Supplier, Corps Team (such as Corps Team's employees and their family members and associates), or any third party. Gifts include a benefit, fees, commissions, dividends, cash, gratuity, services, or any inducements.

Non-retaliation for reports of concern

Corps Team expects Suppliers to have a policy and process for reporting of workplace concerns. The policy and process should be transparent and understandable and should protect reporting and participating individuals from retaliation.

Data privacy and security

Corps Team requires its Suppliers to protect the privacy of individuals and the security of confidential assets and information.

Confidential assets and information

Suppliers must protect Corps Team's and its clients', employees and/or consultant's confidential assets and information. Suppliers must design and maintain processes to provide appropriate protections for this information.

Personal information and privacy

Corps Team requires Suppliers to protect personal information in compliance with all applicable local laws. Personal information provided by or on behalf of Corps Team should only be used, accessed, and disclosed as permitted by the Supplier agreement.

Inclusion and diversity

Corps Team fosters an inclusive culture and believes diversity should be celebrated and discrimination of any form should not be tolerated.

Non-discrimination and diversity

Suppliers must comply with all applicable laws relating to discrimination in hiring, employment practices, and harassment and retaliation.

Corps Team expects Suppliers to operate workplaces free of discrimination, harassment, victimization, and any other abuse on any grounds including but not limited to age, disability, ethnic or social origin, gender, gender identity, nationality, race, sexual orientation, marital status, parental status, pregnancy, political convictions, religious beliefs, union affiliation, or veteran status.

Modern slavery / human trafficking

Corps Team does not tolerate slavery, forced labor, or human trafficking in any form. Corps Team requires Suppliers to fully comply with the applicable legal requirements of slavery, forced labor and human trafficking laws, and expects Suppliers to enact practices to ensure compliance with such laws.

Child labor

Corps Team does not tolerate child labor in any form. Suppliers must act in compliance with all laws regulating minimum working age for each position, including any laws pertaining to the employment, apprenticeships, and internships of youths and students.

Human rights

Corps Team does not tolerate human rights violations in any form. Corps Team expects Suppliers to enact practices to maintain a respectful and safe workplace. Corps Team expects Suppliers to not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behavior, bullying or harassment of any kind.

Employment laws

Suppliers must comply with all applicable local wage and labor laws. Corps Team expects Suppliers to provide employees with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work. All use of temporary, dispatch and outsourced labor shall be in accordance with local law.

Wellbeing, health, and safety

Corps Team expects Suppliers to implement sound health and safety practices across business operations.

Compliance with the Code

Corps Team's Rights

Corps Team reserves the following rights to ensure and enforce Suppliers' compliance with the Code.

Supplier selection

Corps Team will evaluate Suppliers' compliance with the Code during the Suppliers' evaluation and selection process, or upon Corps Team's request.

Violations and termination

Supplier shall ensure that its subcontractors, if any, comply with the Code, and acknowledge that it is responsible for its subcontractors' violations. In the event of non-compliance with, or violation of, the Code, Corps Team may give the Supplier a reasonable opportunity to respond with proposed corrective actions, unless the violation is severe or incurable, or there is a violation of law. Corps Team may suspend or terminate its relationship with the Supplier and/or disclose the matter to the appropriate authorities if there is a violation of law.

Order of Precedence; Changes to the Code

The Code is not meant to, and does not, supersede any applicable law, or any term in an agreement between Corps Team and a Supplier. To the extent there is any conflict between this Code and any applicable law or provision of any agreement, the applicable law or agreement controls. Corps Team reserves the right to update or change the Code requirements upon notice.