

Supplier Code of Conduct

At KPMG, we believe that Corporate Responsibility (CR) and Inclusion, Diversity and Social Equality (IDSE) are at the heart of all great organisations. We are committed to our communities, acting as responsible corporate citizens and aim to lead by example. We focus on the following key areas:



- Acting in a transparent and inclusive manner to ensure access to our organisation for diverse and under-represented suppliers.
- Ensuring our people, clients, suppliers and other third parties are treated with dignity and respect, irrespective of gender, race, faith, age, disability, sexual orientation, gender identity or socio-economic background.
- Recruitment suppliers attract the best candidates from a diverse pool of talent.
- Reducing the environmental impact in our supply chain, with active support for the aims and activities of CDP (www.cdp.net) in measurement and disclosure.
- Working as a Principal Partner to the Living Wage Foundation to champion the Living Wage campaign (www.livingwage.org.uk) in our own operations and with our wider supplier community.
- Combatting slavery and human trafficking in our business and across our supply chains.

We believe that by working together with suppliers we will add value to our organisations, contribute to local community development and deliver the change required to meet sustainability challenges. Reducing environmental impacts will yield benefits in a future where resources are scarce, and successful businesses will need to draw on the full range of diverse talent to deliver the innovation necessary to prosper. We further believe that the Living Wage can lead to a more motivated workforce and that our links with schools and local communities can realise social mobility benefits through improved access to our organisation.

We therefore want our suppliers to:

- Embed Corporate Responsibility and Inclusion, Diversity and Social Equality within their workplace policies and practices.
- Support us in our efforts to reduce environmental impacts, work with a diverse supplier base and provide access to a broad talent pool, including requests for non-commercially sensitive information sharing.
- Work with their own suppliers to ensure these values and practices are cascaded along the supply chain, including ensuring full compliance to the Modern Slavery Act 2015.

We are proud to be supporters of the United Nations Global Compact (www.unglobalcompact.org) and are committed to its principles of working towards the vision of a more sustainable and inclusive global economy. The Compact informs our Supplier Code of Conduct and we require our suppliers to adopt its principles, underpinned by commitments to business conduct, labour conditions and human rights and environment.

The Compact also resonates with the KPMG Values – the guiding principles of ethical behaviour which KPMG adopts and requires our people to adhere to, including support for positive reform within our industry.

We therefore expect all suppliers to:

- Act with integrity, constantly striving to uphold the highest standards of ethical practice.
- Adhere to all applicable laws and regulations.
- Avoid any conflicts of interest and never participate in improper practices such as bribery or corruption.
- Abide by the same high standards and practices in relation to eradicating modern slavery and human trafficking, including (i) not using slave labour, illegal child labour or force labour, (ii) ensuring that all terms of employment are voluntary and (iii) adhering to local laws in respect of minimum age requirements, wages, overtime and working hours.

KPMG's Speak Up (Whistleblowing) Hotline is available for concerns relating to breaches of this Code. Visit www.clearviewconnects.com

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