

UBS Responsible Supply Chain Standard

Approved on 1 February 2018

UBS regards sustainable development as a fundamental aspect of sound business management. UBS strives to adhere to high ethical standards in all decisions UBS makes and when UBS interacts with its stakeholders. UBS expects the same from its suppliers.

Recognizing that there are different legal competitive and cultural environments in which UBS's suppliers operate throughout the world, the UBS Responsible Supply Chain Standard serves as a benchmark for assessing ethical business practices of UBS's suppliers and will be referenced within contractual agreements between UBS and its suppliers.

Where gaps are identified between supplier practices and the UBS Responsible Supply Chain Standard, suppliers shall improve their practices in order to comply with the UBS Responsible Supply Chain Standard whilst meeting all other operating and engagement criteria.

The UBS Responsible Supply Chain Standard incorporates standards on human rights, labor rights and environmental and anti-corruption principles as set out in the UN Global Compact – which is derived from the Universal Declaration on Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption. It supports the implementation of the principles stated in the UBS Environmental & Human Rights Policy.

1. Legal and Compliance

Suppliers shall operate in compliance with all applicable environmental, labor, and anti-corruption laws and regulations of the countries in which they operate, manufacture or conduct business.

2. Environment

Suppliers with significant environmental impacts shall maintain an effective environmental policy and/or environmental management system that supports environmental protection, prevention of pollution and prudent management of natural resources. Suppliers shall reduce the impact of their products and services on the environment and on communities and make reasonable efforts to meet industry best practice and standards with respect to the reduction of and reporting about energy use and greenhouse gas emissions.

3. Freely Chosen Employment

Suppliers shall not use any form of forced, imprisoned, indentured, bonded, or involuntary labor.

4. Child Labor Avoidance

Suppliers shall not employ children under the age as defined by the International Labor Organization conventions or by national law whichever is highest.

5. Non-Discrimination

Suppliers shall provide equal opportunity and advancement opportunities for all employees regardless of age, color (disability), ethnicity/race, gender, gender identity, marital status, pregnancy/maternity, national origin, sexual orientation or religion.

6. Compensation and Benefits

Suppliers shall provide wages and benefits that comply with any applicable law, and which match prevailing local practices.

7. Hours of Work

Suppliers shall ensure that their employees are not required to work more than the local legal limits on regular and overtime hours.

8. Freedom of Association

Suppliers shall recognize and respect the right of their employees to freely associate and collectively bargain within the boundaries of the applicable law.

9. Humane Treatment

Suppliers shall treat their employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying.

10. Health and Safety

Suppliers shall provide a safe and healthy working environment in order to prevent workplace accidents and illness. This shall also apply to their employees' residential facilities, if provided by the supplier.

11. Anti-Corruption

Suppliers shall not engage in bribery, collusive practices or any other form of corruption to obtain or retain business. Suppliers who seek to extort bribes either directly or indirectly from UBS will be disqualified as a supplier.

12. Whistleblowing

Suppliers shall provide a formal mechanism to support and protect employees in raising concerns about business conduct.