UBS

Global Supplier Policy

# Responsible Supply Chain Management Policy

## WHY

We expect our suppliers to maintain high environmental, social and governance (ESG) standards and implement sustainable practices in their own operations and their supply chain.

WHEN At all times when you work with us.

WHAT to know about HOW to comply.

### 1. General

- This Policy sets out our expectations from you in relation to human rights, labor rights, socially responsible practices and environmental practices. It reflects the OECD Guidelines for Multinational Enterprises and UN Global Compact – which is derived from the Universal Declaration on Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, the United Nations Convention against Corruption and the UN Guiding Principles on Business and Human Rights. UBS's Human Rights Statement is available here.
- Where gaps are identified between your practices and this Policy, you must take remediation steps to comply with this Policy.
- We will not purchase products or services provided in breach of this Policy or the Sustainability and climate risk policy available here.
- In certain jurisdictions, applicable laws and regulations may impose stricter or conflicting obligations on specific entities or activities than those set out in this policy. As a result, applying this policy - or particular provisions within it - may lead to business restrictions that are inconsistent with those legal obligations. In such cases, the affected provisions of this policy shall not apply, and any decision to proceed with business activities must be made in full compliance with all relevant legal obligations.

### 2. Your Obligations Generally

- You, your Staff and Subcontractors are informed of and must comply with this Policy, and you must promptly notify us of any circumstances affecting compliance with this Policy.
- To the extent applicable, you must commit to prioritizing responsible supply chain management practices.
  We reserve the right to evaluate your compliance with this Policy. You must maintain written records/policies to demonstrate compliance.

### 3. Legal and Compliance

- You must operate in compliance with all applicable environmental, labor, tax, and anti-corruption laws and regulations of the countries in which you operate, manufacture or conduct business.

### 4. Environment

- By 2050, the global economy aims to transition to net-zero greenhouse gas emissions. Across our own operations (scopes 1 and 2), UBS plans to achieve net zero by 2035.

- As our Supplier, you must make efforts to:
  - plan for a transition to 100% renewable electricity (as defined in the RE100 technical criteria);
  - reduce the impact of your products and services on the environment and on communities;
  - meet industry best practices and standards with respect to the reporting of energy use and greenhouse gas emissions;
  - reduce energy consumption, waste generated, water consumption, fuel and raw materials consumption, and use of single use items;
  - maximize the use of environmentally friendly materials and environmentally friendly packaging and transportation wherever possible;
  - identify, control and minimize the use of hazardous substances in your operations and any products or services offered to us; and
  - reduce potentially adverse impacts on biodiversity and natural capital.
- If you have a significant environmental impact, you must:
  - maintain an effective environmental policy or environmental management system that supports environmental protection, prevention of pollution and prudent management of natural resources, along with a systematic approach to continuous improvement of environmental performance;
  - establish and maintain a greenhouse gas inventory according to international standards and set reduction targets that align with the Paris Agreement; and
  - disclose climate information in line with our Climate Disclosure Guideline for vendors available here.

### 5. Freely Chosen Employment

- You must not use any form of forced, imprisoned, indentured, bonded, or involuntary labor.
- Your employees must have the right to terminate their employment freely, following any notice period required by applicable laws and without the imposition of unlawful penalties.
- You must not confiscate or require your employees to lodge or deposit identity papers as a condition of employment. You must not withhold employees' property so as to restrict their freedom or create workplace slavery.

- You must not charge your employees any fees associated with their recruitment. Your employees must not be required to make payments which have the intent or effect of creating workplace slavery or be required to repay debt through work. If recruitment fees have been charged to your employees, you must have those costs reimbursed.
- Your employees must be free to move without unlawful restrictions, and they must not be physically confined to their place of work.
- Your employees must not be required to take accommodation in premises you control, except where this is necessary due to the location or nature of the work.

## 6. Child Labor

- You must not employ children under the age prescribed by the International Labor Organization conventions or by national law (whichever is highest).

## 7. Non-Discrimination

- You must provide equal opportunity in employment and advancement based on merit without discrimination on the basis of age, color, (dis)ability, ethnicity, race, gender, gender identity, gender expression, marital status, pregnancy/maternity, national origin, sexual orientation or religion.

## 8. Terms of Employment

- You must provide all employees with written contracts that are understandable to the employee and set out terms regarding the employee's rights and obligations and, where appropriate, specific terms regarding entitlements such as working hours, rests breaks and holidays. An employment contract must be agreed in advance of the employee's commencement of work.
- You must provide wages and benefits that comply with applicable laws and prevailing local practices.
- You must ensure that your employees are not required to work more than the local legal limits.
- You must recognize and respect the right of your employees to freely associate and collectively bargain within the boundaries of the applicable law.
- You must treat your employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying, including physical punishment, physical, psychological or sexual violence and verbal abuse.
- Your employees must be free to file grievances about business conduct and must not suffer detriment, retaliation, or victimization for having raised a grievance.

## 9. Diversity, Equity & Inclusion

- Increasing workforce diversity and building an inclusive workplace is vital to our business success

## 10. Health and Safety

- You must provide a safe and healthy working environment in order to prevent and minimize illness, workplace accidents and other negative impacts, and support the physical and mental wellbeing of your employees. This must also apply to your employees' residential facilities, if provided by you.