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| Date of Approval: | June 28, 2021 |
| Approved by | Executive Committee |
| Policy Owner: | Group Director, Ethics & Compliance |
| Next review date: | January 2026 |
| Version No. | 2024 V1 |

Supplier Code of Conduct

Doing business the right way, safely and ethically, is fundamental to the way we do business. It is the top priority for Morgan. We behave ethically in our interactions with our suppliers, seeking to build long term relationships with trust at the centre. We seek to ensure our suppliers operate in a responsible way.

This Morgan Supplier Code of Conduct defines the minimum standards that must be met by our suppliers, vendors, subcontractors and contract manufacturers (“Suppliers”).

Treating people fairly. Suppliers must:

- Not use forced or involuntary labour of any kind, such as prison labour, slave labour, debt bondage, indentured labour, or human trafficking;
- We prohibit the use of child labour in any form. In accordance with the conventions of the International Labour Organisation (ILO) we will not employ anyone below the age of 15, even if permitted by local law. Government-authorised job training or apprenticeship programmes that clearly benefit participants are the only exception.
- Employ, promote, and compensate workers solely on the basis of personal merit and contribution and not to permit discrimination against any person;
- Respect the personal dignity, privacy, and rights of every individual and not tolerate any unacceptable treatment, bullying or harassment;
- Follow all applicable laws for conditions of employment, including maximum hours & overtime and minimum wage & benefits;
- Have a reasonable grievance process for their employees to raise good-faith concerns about violations of this Code – or their own code, if acceptable – and of law, without fear of retaliation.

Health and safety is fundamental. Suppliers must:

- Comply with all relevant health & safety legislation, regulations and other applicable legal requirements as a minimum standard;
- Conform to regulatory requirements that apply through the supply chain (such as REACH and RoHS in the applicable countries, California Proposition 65 regulations and similar laws to register the manufacture and import of substances, notify the presence of substances of heightened concern in products or restrict usage of substances).
- Provide a safe and healthy workplace with adequate procedures, training, and personal protective equipment to control hazards and prevent accidents and injury to its workers;

Protecting the environment we live in. Suppliers must:

- Comply with all applicable laws and international standards regarding environmental protection, such as those related to air emissions, solid and waste water disposal, and proper use and disposal of solid and hazardous waste substances;
- Strive to minimise their negative impact on the environment and climate and to protect the natural resources we all depend on through reduced energy consumption, the conservation of natural resources from land and water, minimizing pollution, and making continuous improvements in environmental protection;

Obeying the law. Suppliers must know and comply with all laws and regulations of the applicable legal systems;

Prohibition of corruption and bribery. Suppliers must:

- Not engage, directly or indirectly, in any form of corruption or bribery;
- Not grant, offer or promise anything of value to a government official or a counterparty in the private sector to influence an official action or obtain an improper advantage;

Free and fair competition. Suppliers must:

- Act in accordance with all national and international competition and antitrust laws;
- Not participate in any arrangement that restricts free trade and fair competition including price fixing, market or customer allocation, market sharing, or bid rigging with competitors;

Proprietary information. Suppliers must:

- Respect the intellectual property rights of Morgan and others;
- Protect the confidential information entrusted to them by Morgan and others;

Conflict Minerals. Suppliers must:

- Make all reasonable efforts to avoid the use of raw materials that, directly or indirectly, finance armed groups who violate human rights;
- Comply with all disclosures required under applicable law regarding the use of conflict minerals;

Tax Compliance. Suppliers must:

- Take adequate measures to prevent criminal tax evasion by a taxpayer (an individual or a legal entity) or the deliberate and dishonest actions to facilitate the taxpayer-level evasion;

Personal Data Protection. Suppliers must:

- Comply with all applicable laws concerning data protection and information security, ensuring that privacy is safeguarded, personal data is protected, and all business information is kept secure;
- Ensure that these principles in relation to data privacy and information security are cascaded in relation to any subcontractors;

Supply Chain. Suppliers must make all reasonable efforts to ensure that all participants in their supply chains comply with this Morgan Supplier Code of Conduct.

Any failure to meet the standards of this Morgan Supplier Code of Conduct by a Supplier or a member of the Supplier's supply chain may result in immediate termination of the Supplier's relationship with Morgan. Any such misconduct or for general inquiries on this Code, contact Morgan Ethics & Compliance at Group.Compliance@morganplc.com. Online reporting is also available through Morgan's Speak Up Program: <https://morgan.integrityline.org/>