

Linklaters

Dear

Linklaters' Supplier Code of Conduct

As a leading global law firm, Linklaters adheres to the strictest behaviours and standards and expects the same of its suppliers. We seek to partner with suppliers that ensure a fair and ethical workplace, where workers are treated with dignity and respect and the highest standards of human rights are upheld.

This Supplier Code of Conduct ("**Code**") applies to all suppliers and their subsidiaries and subcontractors that provide goods or services to Linklaters. Suppliers contracting with Linklaters are expected to promote the principles of this Code in their own supply chains.

While Linklaters recognises that there are different legal and cultural environments in which suppliers operate, this Code outlines the basic ethical requirements that suppliers should adhere to in order to do business with Linklaters. By signing this Code the supplier is confirming that it complies with the provisions listed. This Code should be read in conjunction with the Linklaters Sustainable Procurement Policy.

Demonstrating Compliance

Suppliers are expected to acknowledge this Code as a prerequisite to every Linklaters contract for the supply of goods and services, confirming that their operations are subject to the principles contained in this Code. Suppliers must be able to demonstrate adherence to the Code at the request of Linklaters, who reserve the right to audit the supplier based on the principles of this Code.

Working with Suppliers to meet the Standards of the Code

Suppliers are expected to be transparent in their practices and actively promote adherence to Linklaters' policies and processes. Linklaters regularly monitors suppliers through a supplier governance framework, including the use of questionnaires and audits, to identify and assess potential ethical risks.

In the case of non-compliance, Linklaters will work collaboratively with suppliers to implement remedial actions. Linklaters reserves the right to refuse partnerships with suppliers that do not achieve or are unable to demonstrate progress towards this Code and that adopt approaches which are inconsistent with Linklaters' own principles.

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Linklaters expects their suppliers will:

1. Demonstrate a commitment to equality of opportunity for individuals and groups enabling them to live their lives free from discrimination and oppression;
2. Afford their employees the freedom to choose employment. Employees should be free to leave the supplier after reasonable notice is served. Suppliers should not use any form of forced, bonded or involuntary labour and workers must not be obliged to lodge identity papers or pay any deposit as a condition of work;
3. Establish recognised employment relationships with their employees that are in accordance with international conventions. Suppliers should not seek to avoid providing employees with their legal or contractual rights;
4. Implement working hours on their staff which are compliant with international conventions;
5. Offer wages and benefits that at least meet international conventions;
6. Under no circumstances abuse or intimidate, in any fashion, employees and have appropriate disciplinary, grievance and appeal procedures in place to prevent the occurrence of any such intimidation;
7. Support the elimination of child labour by ensuring child labour is not utilised in their operations and employ only workers who meet or exceed the applicable minimum legal working age in the country in question;
8. Implement initiatives which will reduce adverse environmental impacts, including greenhouse gas emissions, resulting from their products and/or services;
9. Take appropriate measures to ensure the health and safety of their workforce and the wider public; and
10. Ensure they do not engage in bribery, corruption or other similar unethical practices.

Signature:

Name (please print):

Organisation:

Date: