

# QUINN EMANUEL URQUHART & SULLIVAN UK LLP

## SUPPLIER CODE OF CONDUCT

### 1. INTRODUCTION

1.1 Quinn Emanuel Urquhart & Sullivan UK LLP (“QE”) is committed to the highest standards of ethical conduct and integrity in our business practices. This Supplier Code of Conduct outlines the standards and principles we expect our suppliers, contractors, and business partners (“Suppliers”) to adhere to when conducting business with or on behalf of QE. Compliance with the Modern Slavery Act 2015 and related regulations is central to this Code.

### 2. COMPLIANCE WITH LAWS AND REGULATIONS

2.1 Suppliers must comply with all applicable laws, regulations, and international standards, including but not limited to the Modern Slavery Act 2015, health and safety laws, environmental regulations, anti-corruption laws, and data protection laws.

### 3. PROHIBITION OF MODERN SLAVERY AND HUMAN TRAFFICKING

3.1 Suppliers must take the necessary steps to satisfy themselves that:

3.1.1 No forced labor, bonded labor, or involuntary prison labor is used in any part of their operations or supply chain

3.1.2 Employees and workers are free to leave employment after reasonable notice and are not required to surrender passports, identification documents, or work permits as a condition of employment.

3.1.3 Recruitment practices are transparent, and no worker is charged recruitment fees.

### 4. CHILD LABOR

4.1 Suppliers must not employ individuals below the minimum legal working age in their jurisdiction. Suppliers must ensure that workers under the age of 18 are not employed in hazardous conditions.

5. **WORKING CONDITIONS AND EMPLOYMENT RIGHTS**

5.1 Suppliers must provide a safe, hygienic, and healthy working environment and comply with applicable health and safety regulations. This includes:

5.1.1 Providing adequate training and protective equipment

5.1.2 Ensuring fair working hours, wages, and benefits in compliance with applicable laws and industry standards.

6. **ETHICAL BUSINESS PRACTICES**

6.1 Suppliers must conduct business with integrity and transparency, including:

6.1.1 Prohibiting bribery, corruption, extortion, and fraud

6.1.2 Avoiding conflicts of interest in their dealings with QE.

6.1.3 Respecting intellectual property rights and maintaining confidentiality of sensitive information.

7. **ENVIRONMENTAL RESPONSIBILITY**

7.1 Suppliers are expected to:

7.1.1 - Comply with applicable environmental laws and regulations.

7.1.2 Strive to minimize their environmental impact, including waste reduction, energy efficiency, and sustainable sourcing.

8. **DIVERSITY, EQUITY, AND INCLUSION**

8.1 Suppliers should promote a diverse, equitable, and inclusive workplace free from harassment and discrimination based on race, gender, sexual orientation, disability, religion, or any other protected characteristic.

9. **MONITORING AND DUE DILIGENCE**

9.1 Suppliers are required to:

9.1.1 - Maintain accurate records to demonstrate compliance with this Code of Conduct.

9.1.2 Provide QE with access to such records upon request.

9.1.3 Participate in audits and assessments, as necessary, to verify compliance.

10. **REPORTING CONCERNS**

10.1 Suppliers must promptly report to QE any actual or suspected violations of this Code of Conduct or applicable laws, including incidents of modern slavery or human trafficking. Reports should be directed to our General Counsel, Compliance Officer for Legal Practice or Management Team.

11. **TERMINATION OF RELATIONSHIP**

11.1 Failure to adhere to this Code of Conduct may result in the termination of the business relationship with QE at our discretion.

12. **ACKNOWLEDGMENT**

12.1 By entering into a business relationship with QE, you agree to comply with the standards and principles outlined in this Supplier Code of Conduct, and will ensure that this is communicated to your employees, subcontractors, and supply chain.