



# Brown Brothers Harriman Supplier Code of Conduct

Brown Brothers Harriman (“BBH”) believes “Sustainability” is all about running our firm responsibly and ethically, while contributing positively to our clients, our people and our communities. BBH seeks to enter into business partnerships with companies who share these values, and therefore we ask all suppliers to adhere to the BBH Supplier Code of Conduct (“Code”).

The Code describes BBH’s expectations for how suppliers conduct their businesses. We believe that all suppliers which provide products and services to BBH should align their guidelines, policies and practices with ours. Adherence to the Code is not a contractual commitment, however, existing and potential suppliers should be aware that BBH will take their willingness to adhere to the principles of the Code into account as part of our regular vendor review and selection process.

Please join us in committing to adhere to the business principles outlined on the attached form.



**William B. Tyree**  
Managing Partner



# BBH Supplier Code of Conduct

## **Ethical Business Conduct**

BBH expects suppliers to conduct their business in accordance with the highest standards of ethical behavior.

## **Legal and Regulatory Compliance**

BBH's suppliers must conduct their business activities in compliance with applicable laws and regulations including those relating to gifts, business entertainment and all other benefits involving business partners.

## **Human Rights and Labor Practices**

BBH suppliers must share our commitment to human rights and equal opportunity in the workplace. BBH suppliers' workers must be treated with dignity and respect, and BBH's suppliers must conduct their employment practices to the standards described in the UK Modern Slavery Act of 2015.

## **Wages and Benefits**

Suppliers must comply with all applicable laws concerning accurate and timely payment of wages, including mandated minimum wage, benefits and overtime compensation.

## **Health and Safety**

Suppliers must integrate health and safety management practices, provide a safe and healthy work environment and fully comply with all applicable safety and health laws and regulations.

## **Inclusive Work Environment**

BBH suppliers must provide an inclusive and supportive working environment and take appropriate steps to encourage employee diversity across their organization.

## **Antidiscrimination & Harassment**

Suppliers must not discriminate against any job applicant or worker based on age, disability, ethnicity, gender, marital status, veteran status, national origin, political affiliation, race, color, genetic information, religion, sexual orientation, union membership, or other legally-protected characteristic. BBH suppliers must provide their employees with an environment free from harassment and discrimination.

## **Environmental Practices**

BBH suppliers must comply with all environmental laws and regulations applicable to their operations worldwide and should take steps to encourage a reduction in energy use, waste production, carbon emissions and other negative impacts on the global environment across the lifecycle of their products and services.

## **Confidentiality, Privacy and Data Protection**

BBH suppliers must protect BBH's confidential information. Suppliers must adopt and maintain processes to provide reasonable protections for personal, proprietary and confidential information, including information that they access, receive or process on behalf of BBH.

## **Business Continuity**

BBH suppliers must maintain a comprehensive business continuity program that addresses the potential loss of facilities, technology, and human capital necessary to support BBH.

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I acknowledge receipt of the BBH Supplier Code of Conduct and confirm that we will comply with its principles and requirements.

By: \_\_\_\_\_

Company: \_\_\_\_\_

Name/Title: \_\_\_\_\_

Date: \_\_\_\_\_