



UBS Responsible Supply Chain Standard

Approved in November 2018. Revised October 2022.

1. Preamble

(a) UBS's commitment to sustainability starts with our purpose. We know that finance has a powerful influence on the world. At UBS, we reimagine the power of people and capital, to create a better world for everyone, a fairer society, a more prosperous economy and a healthier environment.

Our sustainability and impact strategy is guided by the goal of being the financial provider of choice for clients that want to mobilize capital toward achievement of the United Nation's Sustainable Development Goals (the SDGs) and the orderly transition to a low-carbon economy (in line with the Paris Agreement, 2015).

Our firm is only as strong as the policies that govern us, the behaviors that we practice and the people who make up our firm. We are committed to maintaining and growing our strength and ensuring responsible behavior in all aspects of our operations. This means both building and managing everything from our offices to our supply chains, to our governance structures in a way that aligns with the values we advocate. UBS expects the same from its suppliers.

Our Group Sustainability and Impact (GSI) team is accountable for setting the sustainability and impact strategy including the climate strategy for the Group, with the business divisions and Group Functions responsible for the execution. The GSI organization consists of the Chief Sustainability Office (CSO), headed by the Chief Sustainability Officer, and Social Impact, headed by the Head, Social Impact. The CSO oversees and monitors the consistent and effective implementation of the sustainability and impact strategy across the firm.

(b) Recognizing that there are different legal competitive and cultural environments in which UBS's suppliers operate throughout the world, the UBS Responsible Supply Chain Standard serves as a benchmark for assessing ethical business practices of UBS's suppliers and will be referenced within contractual agreements between UBS and its suppliers.

(c) The UBS Responsible Supply Chain Standard incorporates standards on human rights, labor rights, socially responsible practices, environmental, and anti-corruption principles as set out in the 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 Human Rights Statement: <https://www.ubs.com/global/en/sustainability-impact/sustainability-reporting.html>).

(d) Where gaps are identified between supplier practices and the UBS Responsible Supply Chain Standard, suppliers shall improve their practices in order to comply with the UBS Responsible Supply Chain Standard whilst meeting all other operating and engagement requirements.

(e) Suppliers are also expected to comply with UBS's sustainability, climate and ESG (Environmental, Social and Governance) risk standards. UBS will not purchase products or services associated with controversial activities, or, if associated with areas of concern, only purchase them under pre-established guidelines, as defined in UBS's sustainability and climate risk policy (www.ubs.com/esr).



2. Supplier Obligation

(a) Suppliers shall comply with the UBS Responsible Supply Chain Standard which incorporates standards on human rights, labor rights, socially responsible practices, environmental and anti-corruption principles, and ensure any subcontractor to also comply with the principles set forth therein.

(b) Suppliers shall promptly notify UBS of any circumstances affecting compliance with the UBS Responsible Supply Chain Standard.

(c) UBS reserves the right to evaluate suppliers' compliance with the UBS Responsible Supply Chain Standard and suppliers shall maintain written records of the documentation necessary to demonstrate its compliance.

(d) The UBS Responsible Supply Chain Standard may be revised from time to time to be aligned with changes in laws and regulations as well as UBS policies and standards. The current version is available online at www.ubs.com/responsiblesupplychainstandard and will be effective when posted.

3. UBS Responsible Supply Chain Standard

3.1. Legal and Compliance

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

3.2. Environment

Suppliers shall significantly reduce the impact of their products and services on the environment and on communities and make reasonable efforts to meet industry best practices and standards with respect to the reporting of energy use and greenhouse gas emissions.

Suppliers shall make reasonable efforts to reduce energy consumption, waste generated, water consumption, fuel and raw materials consumption, and use of single use items. Suppliers shall maximise the use of environmentally friendly materials and environmentally friendly packaging and transportation wherever possible.

Supplier shall identify, control and minimize the use of hazardous substances in their operations and products/services offered to UBS. Safe handling, transport, storage, usage, recycling and/or reuse and environmentally friendly disposal should be ensured.

Suppliers shall make reasonable efforts to plan for transition to renewable energy (Renewable energy defined as per RE100 guidance).

Suppliers shall seek to reduce potentially adverse impacts on biodiversity and natural capital (UBS Statement on Nature: <https://www.ubs.com/global/en/sustainability-impact/sustainability-reporting.html>).

Suppliers with significant environmental impacts shall maintain an effective environmental policy and/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.

UBS is committed to achieving net zero greenhouse gas emissions across all its operations by 2050 (UBS NetZero Statement: <https://www.ubs.com/global/en/media/display-page-ndp/en-20210422-net-zero.html>). Suppliers with significant environmental impacts shall establish and maintain a greenhouse gas inventory according to international standards and set reduction targets that align with the 2050 global net zero target.



3.3. Freely Chosen Employment

Suppliers shall not use any form of forced, imprisoned, indentured, bonded, or involuntary labor.

3.4. Child Labor

Suppliers shall not employ children under the age as defined by the International Labor Organization conventions or by national law whichever is highest.

3.5. Non-Discrimination

Suppliers shall provide equal opportunity and advancement opportunities for all employees regardless of age, color (dis)ability, ethnicity, race, gender, gender identity, gender expression, marital status, pregnancy/maternity, national origin, sexual orientation or religion.

3.6 Diversity, Equity & Inclusion

Suppliers shall promote diversity and inclusion in their organization by raising awareness/training and running appropriate initiatives or programs to recruit and develop diverse talent considering but not limited to gender, race, ethnicity, LGBTQ+, disability, and veterans.

Increasing workforce diversity and building an inclusive workplace is vital to our business success, therefore, we encourage our Suppliers to publicly disclose metrics related to board composition and workforce representation.

3.7. Compensation and Benefits

Suppliers shall provide wages and benefits that comply with any applicable law, and which match prevailing local practices. Suppliers shall promote pay equity.

3.8. Hours of Work

Suppliers shall ensure that their employees are not required to work more than the local legal limits on regular and overtime hours.

3.9. Freedom of Association

Suppliers shall recognize and respect the right of their employees to freely associate and collectively bargain within the boundaries of the applicable law.

3.10. Humane Treatment

Suppliers shall treat their employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying. Suppliers shall protect employees in raising concerns about business conduct.

3.11. Health and Safety

Suppliers shall provide a safe and healthy working environment in order to prevent illness and workplace accidents and support physical and mental wellbeing of their employees. This shall also apply to their employees residential facilities, if provided by the supplier.