

As set out in our [Code of Business Conduct](#), Baker McKenzie is committed to conducting business with the highest standards of integrity and ethics, and to being a responsible business when it comes to ethical sourcing, compliance and ESG in alignment with our Firm's values. This commitment is critical to Baker McKenzie and to our clients and other stakeholders. We value our suppliers as crucial partners in delivering on these commitments, and have developed this Baker McKenzie Supplier Code of Conduct (this "Supplier Code") to provide the principles and minimum standards we expect our suppliers, including their affiliates and subcontractors to adhere to when providing goods or services to us. This Supplier Code applies globally and is supplemental to, and not a replacement for, applicable laws, regulations, and contractual obligations.



Compliance with applicable laws

Suppliers must comply with all applicable laws including those related to human rights, labor rights (including forced labor and applicable modern slavery requirements), and applicable employment, environmental, anti-corruption, fair competition, intellectual property and data protection laws. Suppliers must obtain and maintain all permits, regulatory approvals and registrations required under any law in their operating jurisdictions.



Business ethics and anti-corruption

Suppliers must act with integrity and adhere to the highest level of ethical standards in all business interactions. Suppliers must not engage in any form of bribery, corruption, fraud, anti-competitive practices or other illegal or unethical practices. This includes not offering or accepting bribes, kickbacks, or any other improper inducements, and avoiding conflicts with Baker McKenzie interests. Suppliers must also not offer any gifts, gratuities, or compensation to Baker McKenzie partners or employees contrary to our policies.



Confidentiality

As a law firm we are privy to sensitive confidential information which includes information from our clients, confidential Baker McKenzie information as well as confidential information relevant to parties we work with including other suppliers and third parties. As a law firm we have regulatory and contractual obligations to our clients to protect the confidentiality of the information provided to us. Therefore, suppliers must protect the confidentiality of all confidential information provided as part of providing services to Baker McKenzie and must ensure that such confidential information is not disclosed to any third party without Baker McKenzie's prior written consent. Suppliers must also have in place sufficient security structures, protocols, and policies to protect the confidentiality of this information and must notify Baker McKenzie immediately if there is any breach or potential breach of confidentiality relating to that information.



Information security

The information security infrastructure of our suppliers is critical to Baker McKenzie. Suppliers must have in place effective, robust processes and procedures in place to protect Baker McKenzie information, platforms, and its security. Suppliers must notify Baker McKenzie immediately of any breach or potential breach of information security that could impact Baker McKenzie.



Human rights and fair labor practices

Suppliers must comply with all applicable employment and labor laws and abide by the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact and the ILO Core Labor Standards as well as applicable modern slavery requirements. This includes ensuring freedom of association, eliminating any form of harassment, discrimination, bullying or retaliation, and ensuring all employees are treated with dignity and respect. Suppliers must provide fair working conditions for their employees, including ensuring equal opportunities, fair wages, reasonable working hours, and safe and healthy working environments. Within their own businesses and supply chains, suppliers must not tolerate or be complicit in child labor, any form of forced labor or prison labor, or human trafficking.



Environmental impact

As part of Baker McKenzie's ongoing commitment to reduce our environmental impact — including in our supply chain — and to meet our near-term science-based emissions reduction targets approved by the Science Based Targets initiative (SBTi), we expect suppliers to support these commitments, operate in accordance with all applicable environmental laws and regulations and to engage in efforts to protect the environment by reducing their own environmental impact. This includes establishing and publicly reporting on supplier emissions reduction targets, working to reduce supplier emissions, reducing waste, conserving energy and water, and promoting the responsible use of natural resources.



Inclusion, diversity and equity

Inclusion, diversity and equity are core values of Baker McKenzie and we expect suppliers to implement objectives and programs to ensure its workforce reflects the diversity present in the communities in which they operate and where their employees live. This includes committing to a workforce and workplace free of harassment, unlawful discrimination (e.g., on the basis of gender, race, sexual orientation or gender identity or any other protected attribute), bullying and retaliation, where all workers are treated with dignity and respect, and complying with all applicable laws. We also expect suppliers to work with a diverse base of suppliers.



Supplier reporting and compliance

Suppliers must promptly report any suspected or actual violations of this Supplier Code to us. We encourage suppliers to establish internal mechanisms and procedures to address any breach of this Supplier Code. Baker McKenzie reserves the right to assess and verify supplier compliance with this Supplier Code, including to require suppliers to provide evidence and associated documentation of their efforts to comply with this Supplier Code.

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