

# National Bank's Supplier Code of Conduct

## Overview

National Bank's Supplier Code of Conduct outlines the Bank's expectations of its suppliers in regard to responsible business practices. These expectations reflect the Bank's values and how they are applied in the context of its activities.

## Scope

The Supplier Code of Conduct applies to all suppliers of goods and services who seek to interact with the Bank or who have consented to the Bank's contractual conditions.

The term "supplier" refers to National Bank's direct suppliers and their sub-contractors. National Bank reserves the right to make amendments to the Supplier Code of Conduct at any time.

## Vision

The Code presents the values and standards that suppliers and their subcontractors must adhere to in their business relationship with the Bank.

By adopting this Code, the Bank is stating its intention to deal with suppliers who take human rights, ethics and the environment into consideration in their activities and throughout their supply chain.

The Bank commits to sourcing, whenever possible, goods and services from suppliers who uphold these values and adopt business practices that are consistent with its own.

## Compliance

Suppliers must put all applicable actions and procedures in place to adhere to the principles presented in this Supplier Code of Conduct. These actions and procedures must be verifiable.

The Bank can check that suppliers are applying the Code. In certain situations of non-compliance, the Bank reserves the right to take corrective measures. These measures can range from issuing a warning to partially terminating a service contract or even terminating a business relationship.

Suppliers must comply with the laws and regulations applicable to their business sectors. They are also encouraged to go beyond complying with the laws by applying the recognized standards in order to promote social responsibility and sustainable development.

They must also undertake to comply with the following principles:

#### Human rights:

Suppliers must comply with basic human rights, particularly in accordance with applicable human rights legislation and the Universal Declaration of Human Rights, and must have a zero-tolerance policy for workplace harassment, abuse, discrimination and violence.

#### Environment:

Suppliers must comply with all applicable laws, regulations and guidelines concerning sustainable development and the protection of the environment. They must be aware of the environmental footprint of their activities and implement policies to keep their impact at a minimum.

#### Regulatory and legal compliance:

The goods and services offered must comply with laws and regulatory requirements in Canada and other countries where the suppliers operate.

#### Diversity and inclusion:

Suppliers must provide a work environment that is free of discrimination based on race, colour, age, gender, sexual orientation, ethnic origin, religious beliefs, political views, or any other prohibited ground. Their staff recruitment practices must also comply with the principle of equal opportunities for similar skills.

#### Professional ethics:

There must be clear guidelines regarding the course of action to be adopted in the company in order for directors, management, employees, contract workers and third parties to comply with ethics and laws.

#### Anti-bribery/anti-corruption:

National Bank expects its suppliers to meet the highest ethical standards and have a zero-tolerance policy in place to deal with actions that do not comply with anti-corruption laws.

#### Responsible work practices:

Suppliers must comply with workers' rights, as well as the labour laws, regulations and standards applicable to their activities. They must also have a zero-tolerance policy for child labour and forced labour in all their establishments and business activities.

#### Health and safety:

Suppliers must comply with the health and safety laws, regulations and standards related to their activities. They must also undertake to put in place all necessary measures, which includes providing training and communicating procedures and best practices, to protect their employees and people against workplace health and safety risks.