

WEST MONROE SUPPLIER CODE OF CONDUCT

West Monroe is committed to the highest standards of ethics, integrity, and compliance in all aspects of our business operations. Our values shape how we work with clients, employees, and communities, and we expect our suppliers to uphold these same principles. This Supplier Code of Conduct outlines the standards and expectations we have for our suppliers, ensuring alignment with West Monroe's values, mission, and operational practices.

By entering into any agreement with West Monroe, suppliers acknowledge their acceptance of this Supplier Code of Conduct and their intention to comply with its requirements.

Our Values

At West Monroe, our values are at the core of everything we do:

- **Be Human:** Treat everyone with empathy and respect.
- **Build It Better, Together:** Collaborate inclusively to create impactful solutions.
- **Deliver Impact:** Drive value for clients and uplift communities.
- **Fuel Growth:** Innovate to thrive in a rapidly evolving world.
- **Make Work Fun:** Foster a fulfilling and joyful work environment.

Business Ethics

Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes, but is not limited to:

- Anti-discrimination and human rights laws.
- Data protection and privacy laws.
- Fair competition and antitrust regulations.
- Environmental regulations.

Where local laws differ from this Code, suppliers are expected to meet the higher standard.

Trading Restrictions

Suppliers may not use material non-public information obtained through their relationship with West Monroe for trading purposes or to enable others to trade.

Intellectual Property Rights

Suppliers must respect West Monroe's intellectual property rights and those of others, including trademarks, copyrights, patents, and proprietary information.

Anti-Corruption and Anti-Bribery

Suppliers must:

- Comply with anti-bribery and anti-corruption laws, including the Foreign Corrupt Practices Act.
- Avoid all forms of bribery, fraud, and corruption.
- Implement policies to prevent such practices within their operations.

Conflicts of Interest

Suppliers must avoid conflicts of interest that could compromise their ability to act in West Monroe's best interests. Any potential conflicts must be disclosed promptly.

People

Diversity, Equity, and Inclusion

West Monroe values diversity and inclusion throughout its supply chain. Suppliers are encouraged to:

- Work with minority-owned, women-owned, LGBTQ+-owned, and small businesses.
- Report on their efforts to engage diverse suppliers.

Workplace Practices

Suppliers must promote fair labor practices, including:

- Prohibiting forced labor, child labor, and discrimination.
- Providing safe working conditions.
- Offering fair wages and benefits.

Gifts and Entertainment

Suppliers may provide modest and infrequent business courtesies to West Monroe employees, provided they do not create an improper advantage. Cash or cash equivalents are strictly prohibited.

Data Privacy and Confidentiality

Confidentiality and Data Security

Suppliers must:

- Protect the confidentiality of West Monroe's proprietary information.
- Comply with all applicable data privacy laws, including GDPR and CCPA.
- Implement robust cybersecurity measures to safeguard data.

Non-Retaliation

Suppliers must provide mechanisms for employees to report grievances or misconduct anonymously and without fear of retaliation.

Environmental Responsibility

Environmental Sustainability

Suppliers are expected to:

- Comply with all environmental laws and regulations.
- Minimize their use of non-renewable resources.
- Reduce waste and emissions.
- Set measurable environmental targets and report progress transparently.

Reporting and Accountability

Compliance Monitoring

West Monroe reserves the right to assess suppliers' compliance with this Code through audits, documentation reviews, or other measures. Suppliers must cooperate fully with such assessments.

Reporting Violations

Suppliers must report any violations of this Code or applicable laws to West Monroe via [West Monroe's EthicsPoint Hotline](#) or email at integrity@westmonroe.com. Reports will be handled confidentially, and retaliation against whistleblowers is strictly prohibited.

Updates to the Code

This Supplier Code of Conduct may be updated periodically. Suppliers are encouraged to review the latest version available on West Monroe's website.

By fostering a collaborative and ethical partnership with our suppliers, West Monroe aims to deliver meaningful impact for our clients, employees, and communities.