

# Expectations of suppliers

This document sets out our expectations of our suppliers, including contractors, vendors, service providers and contingent labour (“Suppliers”). These expectations are not replacements or substitutes for applicable laws, nor do they amend contractual obligations. We want our suppliers to strive for sustainability and good business practice in their supply chain, and innovation and excellence in their delivery. We ask that you communicate these expectations to your employees, suppliers and business partners who may provide goods or services to the World Gold Council.

## We expect our suppliers to:

### Compliance and ethics

1. Comply with all laws and regulations applicable to the goods and services being provided and conduct their activities to a high standard of business ethics.

### Bribery and corruption, money laundering, conflicts of interests

2. Promote transparency and accountability in the conduct of business, including having in place effective processes and procedures to proactively prevent:
  - Bribery and corruption, including expressly prohibiting the direct or indirect giving, paying, promising or accepting of anything of value to obtain, retain or direct business, to secure an improper advantage or to influence someone including government officials to improperly perform their duties.
  - Money laundering, including the act of hiding illegal funds (especially those with possible links to terrorism or criminal activity) or giving such funds apparent legitimacy.
  - Actual or apparent conflicts of interest between personal and business interests, including using World Gold Council information and resources for improper gains.
  - Inappropriate provision of gifts, entertainment, or meals to World Gold Council personnel or third parties representing World Gold Council. When legitimately required in rare cases, they should be of modest value and appropriately timed.

### International trade law and sanction regimes

3. Comply with applicable international trade laws and sanctions regimes, including laws, regulations, orders regarding the export and import of goods and technology.

### Human rights and modern slavery

4. Note the World Gold Council’s Human Rights Statement, respect the human rights and dignity of all people and meet the responsibilities of business set out in the UN Guiding Principles on Business and Human Rights including:
  - Ensuring no use of forced or compulsory labour, human trafficking, child labour, slavery or servitude and that all work is conducted voluntarily, without threat of penalty or sanction and not based on deception.
  - Compliance with all applicable anti-slavery laws and standards.
  - Identifying, avoiding, minimizing or mitigating and remedying any human rights impacts on communities.

### **Protecting confidential information**

5. Have effective policies and procedures in place for securing and protecting World Gold Council's information including:
- Respecting the proprietary and intellectual property rights of World Gold Council.
  - Having information classification protocols and adopting industry best practices, on sharing, protecting and securing information.
  - Observing all data privacy legal requirements on the collection, processing and transfer of World Gold Council personal data
  - Reporting any suspected or actual information security incidents that impact World Gold Council information or systems to World Gold Council as soon as practically possible.

### **Non-discrimination, grievance processes and freedom of association**

6. Provide a workplace which:
- Is free from harassment, intimidation, inhumane treatment and discrimination based on race, ethnicity, religion, national origin, disability, age, sexual orientation, gender or marital status.
  - Has mechanisms to allow workers to speak up or raise grievances without fear of retaliation.
  - Uphold the legal rights of workers to associate with others and to join, or to refrain from joining, labour organisations of their choice and to bargain collectively without discrimination or retaliation; and to cooperate in good faith with any trade unions, work councils or representative bodies.

### **Health, safety and the environment (“HSE”)**

7. Conduct business in a way that supports goals of no accidents, no harm to people and no damage to the environment by taking a systematic approach to managing operating activities and HSE risks, complying with applicable HSE laws and regulations, and seeking to continuously improve health, safety and environmental performance.

### **Training and awareness**

8. Have a programme in place to promote awareness and embed ethical business practices and compliance with laws in your business.

### **Raising concerns**

9. Have in place a confidential mechanism through which employees and others associated with its activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith. We further expect our suppliers to promptly raise with us any instances of failure to meet these expectations.