

Code of business conduct - US

We anticipate that all suppliers will honor and continue to adhere to Experian's Code of Business Conduct for Suppliers. It requires every supplier to:

- Protect all Experian property and information
- Avoid conflicts of interest in all business dealings
- Provide equal opportunity without discrimination
- Not employ any person below the age of 14 or 15 (depending on the country) or below the legal minimum age (where this is higher) in countries in which you operate.
- Not use forced labor in any form (prison, indentured, bonded or otherwise) and staff are not required to lodge papers or deposits on starting work.
- Comply with all applicable local environmental, safety and health regulations. To provide a safe and healthy workplace, presenting no immediate hazards to your staff.
- Not discriminate against any worker on any grounds (including race, religion, disability or gender) within the customs and practices of the countries in which you operate.
- Provide each employee with at least the minimum wage or the prevailing industry wage (whichever is higher) and provide each employee with all legally mandated benefits.
- Comply with the laws on working hours in the countries in which you operate.
- Comply with all relevant environmental legislation in the regions in which you operate.
- Comply with all relevant environmental legislation in the regions in which you operate. Identify all hazardous or toxic waste you produce and be confident that it is disposed of by competent bodies via authorized disposal routes.
- Maintain complete and accurate records of all business transactions
- Maintain an environment free of harassment
- Protect Experian's reputation
- We expect supplier business conduct to be guided by Experian's values of integrity, commitment to customer, respect and excellence.

We expect these values to be expressed through Experian's Guiding Principles of enlightenment, trust and leadership.

Experian is committed to worker safety, public health and environmental protection. Experian will use only those contractors whose record demonstrates compliance with applicable safety, environmental and transportation laws and regulations. Experian anticipates our contractors' **continued adherence** to recognized environmental and transportation standards.

We recognize that there are some communities in the world where a mixed workforce is not practicable. However we expect our suppliers to justify their practices and treat all employees equally.