

Code of Business Conduct

Experian values its professional relationships with its suppliers and is committed to conducting business with companies that value corporate responsibility and ethical business practices. As a result, Experian anticipates that all suppliers will honor and continue to adhere to Experian's Code of Business Conduct for Suppliers set out below.

Supplier responsibilities:

a. Supplier shall conduct Supplier business activities in such a manner to advance social and environmental responsibility and business ethics in compliance with all Applicable Law. In furtherance of the foregoing Supplier shall: (i) not employ any person under the age of 15 (or 14 where the Applicable Law of the country permits) or under the age for completing compulsory education, or under the minimum age of employment, whichever is greatest; (ii) not use forced labor or involuntary labor in any form (e.g. bonded, indentured, or involuntary prison labor), nor shall personnel be required to lodge papers or deposits; (iii) provide a safe and healthy workplace environment and shall take effective steps to prevent potential occupational accidents; (iv) respect the rights of all personnel to form and join trade union(s) and bargain collectively without negative consequences or retaliation from Supplier; (v) not discriminate in hiring or employment practices on grounds of race, nationality or territorial or social origin, gender, sexual orientation, family responsibilities, marital status, political affiliation, age, pregnancy, disability or any other condition that could give rise to discrimination; (vi) treat all personnel with dignity and respect and shall not engage in or support the use of corporal punishment, mental or physical coercion or verbal abuse of personnel; (vii) comply with collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays; (viii) comply with all applicable wage and hour laws and regulation, and provide legally mandated benefits; (ix) act in such a way to protect and preserve the environment, including complying with all industry standards; and (x) shall comply with all Applicable Law on bribery, corruption, and prohibited business practices.

b. Supplier will comply with the above standard of conduct ("Code of Conduct") and shall implement processes and procedures which demonstrate how Supplier manage compliance with the Code of Conduct. Supplier shall maintain all documentation as necessary to demonstrate compliance with the Code of Conduct, and will provide Experian with access to such documentation upon Experian's written request (or alternatively provide clear and accurate responses to requests from Experian regarding Supplier compliance with the Code of Conduct, regulatory requirements, and business or employment practices).

