

**L.E.K. CONSULTING  
SUPPLIER CODE OF CONDUCT**  
(Version 1.0)  
**June 2024**

## **Introduction**

L.E.K. is committed to upholding the highest standards of ethical, social, and professional integrity across its operations. Similarly, L.E.K. expects all its suppliers to also have or create processes enabling them to uphold these same standards consistent with our core values and code of conduct. This Supplier Code of Conduct lays out the minimum requirements any supplier must meet in order to do business with L.E.K. In instances where requirements in this document differ from local regulations, suppliers must take steps to adhere to these expectations within the bounds of applicable local regulations.

## **Compliance and enforcement**

L.E.K. suppliers are expected to comply with our supplier code of conduct. Suppliers must follow these expectations within the bounds of applicable local laws. L.E.K. reserves the right to terminate its business relationship with any organization found to be in violation of its supplier code of conduct.

## **Ethical business practices**

L.E.K. is committed to upholding ethical business practices within its own business and similarly expects its suppliers to uphold the highest ethical standards within their operations. L.E.K. expects its suppliers to obey all relevant laws in the regions in which they operate. Suppliers must have processes in place that prevent bribery, corruption, extortion, fraud and embezzlement. Suppliers must refrain from offering any excessive gifts to L.E.K. employees beyond normal business courtesies. L.E.K. also expects its suppliers to maintain confidentiality in regard to their business relationship with L.E.K. Suppliers must obtain written approval from L.E.K. before publicly disclosing any working arrangements between the two parties.

## **Data privacy and security**

Suppliers must follow all privacy and data protection laws in the regions in which they operate. Suppliers may not access or use any personal data or confidential information outside the scope permitted by the supplier agreement without the written authorization of L.E.K. or as required by applicable laws and regulations.

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## **Conflicts of Interest**

L.E.K. requires all Suppliers (and their supply chains) to comply with all applicable laws concerning conflicts of interest and to make every effort to prevent the occurrence of situation that create (or could create) an actual, perceived or potential conflict of interest within the scope of their business relationship with L.E.K.

## **Prohibition of Money Laundering**

Money-laundering can occur when an action is taken to mask the true origin of money or assets that are connected to criminal activity. All Suppliers are required to take all appropriate measures to prevent their operations from being used as vehicles for money-laundering.

## **Competition and Anti-Trust**

L.E.K. is committed to free and open competition in all the markets in which it operates. We compete fairly and ethically, and support laws that promote and protect competition. L.E.K. requires that its Suppliers (and their supply chains) are also committed to complete compliance with competition law applicable in the countries in which they operate and in any case that they take all appropriate measures to prevent abuse of a dominant position, concerted practices, or unlawful agreements between competitors, such as the setting of prices or price ranges (price fixing) or market allocations or boycotts limiting the production of certain products.

## **Diversity, inclusion, and equal opportunity**

L.E.K. expects its suppliers to uphold its values of diversity, equal opportunity, and inclusion within their own businesses. Suppliers must conduct business without discrimination across all business actions including but not limited to hiring, compensation, promotion, or termination based on an individual's race, color, sex, national origin, religion, age, gender identity, marital status, disability, sexual orientation, or any other protected characteristic.

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## **Wellbeing, employment, and working conditions**

L.E.K. is committed to following fair labor practices across its operations and expects its suppliers to do the same. Suppliers are expected to have systems for ensuring a high level of health and safety within their operation. Suppliers must follow all labor laws for the regions in which they operate, including but not limited to regulations around wages, benefits and working hours. L.E.K. expects its suppliers to maintain a respectful and safe workspace. In accordance with this principle, suppliers must take necessary steps to prevent any forms of harassment in the workplace, including but not limited to verbal, physical, and sexual harassment.

L.E.K. does not tolerate human rights violations of any kind. Suppliers are prohibited from using forced labor in any form and must adhere to the UK modern slavery act of 2015. L.E.K. does not tolerate child labor in any form and suppliers must strictly follow all regulations around minimum working age laws in the regions they operate.

## **Environment**

L.E.K. expects suppliers to join its efforts to become more environmentally sustainable and put in place processes to identify potential environmental hazards. L.E.K. requires all suppliers follow all applicable environmental regulation in the regions which they operate. L.E.K. also expects suppliers to measure, manage, and take steps to reduce their energy usage, greenhouse gas emissions, water usage, and environmental waste resulting from their operations wherever possible, and to take measures to address climate change, preserve biodiversity, eliminate air and soil pollution, and have active stewardship of natural resources, including land-use, in-land waterways, oceans and forests wherever possible.

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## VERSION HISTORY

| <b>Version</b>               | <b>Review Date</b> | <b>Reason for Review</b>                            | <b>Release Date</b> | <b>Effective Dates</b>      |
|------------------------------|--------------------|---|---------------------|-----------------------------|
| 1.0 Supplier Code of Conduct |                    |   | June 2023           | 1 June 2023 to 20 June 2024 |
|                              | 20-June-2024       | Annual review. No content changes.<br>Date updated. | June 2024           | From 20 June 2024           |