



SUPPLIER CODE OF CONDUCT

Introduction

At Tigers Childcare, we expect the same level of integrity and business conduct from our third parties and their personnel as we do our own people. These standards are explained in our Third-party Code of Conduct. Knowing, understanding, and behaving according to the Third-party Code is a fundamental requirement to working for or with Tigers Childcare. We expect third parties to be mindful of their ethical responsibilities and to embed the behaviours outlined in Third-party Code into their work for or with Tigers Childcare.

We acknowledge that no code of conduct can address every situation that Third Parties may encounter. As a result, this Code is not a substitute for Third Parties' own accountability and responsibility to exercise good judgement and obtain guidance regarding proper business conduct.

We reserve the right to update this Code at any time.

Scope

Where we refer to a "Third Party" in this Code, this should be read to include that supplier's workers, officers, consultants, subcontractors and agents that provide goods or services to Tigers Childcare.

Code of Conduct

Compliance with this Code, Laws & Regulations

Third Parties shall comply with applicable local and international laws and regulations and are expected to comply with this Code. To the extent any applicable law or regulation is more restrictive than this Code, such law or regulation shall govern.

Due Diligence & Monitoring

We expect Third Parties to have processes and controls in place to comply with this Code. Where appropriate, risk-based due diligence is conducted on Third Parties. We expect Third Parties to provide complete and accurate information to facilitate due diligence efforts undertaken by the company, where requested.

If we determine that a Third Party has breached this Code, we may require the Third Party to implement a remediation plan, or, in certain circumstances, may suspend or terminate the relationship with the Third Party.

Conflicts of Interest and Sensitive Situations

If a Third Party becomes aware of an actual or potential conflict of interest or a sensitive situation that may impact its work for or with Tigers Childcare or otherwise, it shall notify us on a timely basis. Depending on the circumstances, Third Parties may be required to put in place appropriate measures to manage the conflict of interest or sensitive situation.



Competing Fairly

Third Parties shall refrain from any unfair competition under applicable anti-trust and competition laws and regulations, whether alone or in combination with other entities or individuals. Specifically, Third Parties shall not enter into any agreement, formally or informally, to unlawfully restrict competition; set prices, compensation or benefits; or allocate clients, markets, people, or services for or on behalf of Tigers Childcare or otherwise in connection with any relationship with Tigers Childcare.

Corruption & Bribery

Third Parties shall not engage in corruption, bribery or any activity (including improper payments) that may imply involvement in corruption or bribery when working for or with Tigers Childcare. This includes facilitation payments or the giving or receiving of preferential treatment that may be perceived as a bribe for or on behalf of Tigers Childcare. Third Parties shall not accept or provide any gifts or favours to or from active or former government officials or commercial parties for or on behalf of Tigers Childcare without obtaining prior approval.

Economic Crime & Money Laundering

Third Parties shall not provide any service, or enter into any arrangement that facilitates or may constitute Tigers Childcare being involved directly or indirectly in economic crime, including money laundering activities. Third Parties shall not channel any funds to, or support, illegal activities (e.g., terrorism, tax evasion, fraud).

Insider Dealing/Trading

Third Parties shall not engage in insider trading, insider dealing or inappropriate procurement or disclosure of inside information regardless of whether the information was obtained in the course of working for or with Tigers Childcare. A Third Party in possession of inside information about a company shall not buy or sell any securities of that company.

Sanctions & Export Controls

Third Parties shall comply with applicable economic sanctions and export control laws and regulations and avoid doing anything that would position themselves or Tigers Childcare in violation of applicable economic sanctions and export controls.

Hiring & Employment Practices

Third Parties shall not discriminate against any individual in their employment or hiring practices. This includes discrimination based on race, ethnicity, colour, age, gender, gender identity or expression, sexual orientation, political beliefs, citizenship, national origin, religion, disability, parental status, economic/class status, veteran status, or any other protected status or characteristic that is not related to the individual's merit or the inherent requirements of the position sought.

Wages and Hours

Third Parties shall set working hours, wages and overtime pay in compliance with applicable laws and regulations in the country or countries in which they operate. Third Parties shall pay at least the applicable minimum wage. While it is understood that overtime may be required, Tigers Childcare expects Third Parties to carry out operations in



ways that limit overtime to a level that promotes humane and productive working conditions.

Third Parties' Interactions with Personnel

Third Parties shall provide a working environment free of abusive, violent, threatening, disruptive and other improper behaviour and not tolerate harassment, and other disrespectful conduct, including sexual harassment, discrimination, and bullying.

Child Labour

Third Parties shall not use child labour and shall employ personnel who meet the applicable minimum legal age requirement to work in the country or countries in which they operate.

Human Trafficking and Modern Slavery

Third Parties shall not engage in or support human trafficking or modern slavery, including forced, bonded or involuntary labour.

Health & Safety

Third Parties shall provide a healthy and safe working environment in line with internationally declared human rights. Third Parties shall minimise and respond to health and safety incidents and accidents occurring in the workplace and provide adequate personal protective equipment as necessary.

Environment

We expect Third Parties to play their part to limit climate warming including efforts to identify and manage environmental risks and impacts of their organisation and supply chain. Third Parties must ensure compliance with all applicable environmental laws in connection with their business and the services they provide or the products/goods they manufacture (including how such products/goods are disposed of). We expect suppliers to have an appropriate environmental policy and/or management system in place for managing environmental risks within their business.

Confidentiality & Data Protection

Third Parties shall handle and disclose personal data and confidential information that they obtain in the course of their relationships with Tigers Childcare, only as authorised and directed by Tigers Childcare and as required by applicable laws and regulations. Third Parties shall protect personal data and confidential information against unauthorised and unlawful use, disclosure, access, loss, alteration, damage and destruction.

Intellectual Property

Tigers Childcare expects Third Parties to respect the intellectual property rights of Tigers Childcare and others. This means, for example, that Third Parties shall not use Tigers Childcare intellectual property in a manner that is not authorised by Tigers Childcare nor other parties' unlicensed software or technology in support of or in connection with work for or with Tigers Childcare.



IT Security

Third Parties shall use security controls that meet Tigers Childcare's requirements to maintain and protect information, including physical and electronic assets, obtained from Tigers Childcare, Tigers Childcare's clients and other third parties.

Social Media

We expect Third Parties to refrain from disrespectful, unprofessional, harassing, defamatory, discriminatory and prohibited activity on social media platforms. Third Parties shall not act or speak on behalf of Tigers Childcare, represent themselves as Tigers Childcare, or express any views attributable to Tigers Childcare unless expressly authorised to do so by Tigers Childcare.

Managing Risk

We expect Third Parties to carry out appropriate due diligence on prospective suppliers/contractors and to continually monitor this during their engagement. Third Parties should ensure that any agreements entered into with their suppliers/contractors reflect the requirements of this Code.

Acknowledgement of this Code

Third Parties who work for or with Tigers Childcare and who are in receipt of this Code agree to:

- adhere to the requirements and expectations set out in this Code;
- provide complete and accurate information to facilitate third party due diligence efforts undertaken by Tigers Childcare; and
- comply with the applicable laws and regulations in the country or countries where they operate.

Policy Review

Policy Created: April 2024

Policy Reviewed: Annually