

Supplier Code of Conduct

1. Purpose

Agile Global Solutions (AGS) is committed to working with suppliers who uphold the highest standards of ethics, integrity, human rights, and environmental responsibility. This Supplier Code of Conduct outlines the expectations and requirements for all suppliers, subcontractors, and business partners who provide goods or services to AGS.

2. Scope

This Code applies to:

- All suppliers, vendors, subcontractors, and third-party partners
- All employees, agents, and representatives acting on behalf of a supplier
- All facilities, operations, and activities connected to AGS-related work

Suppliers are responsible for ensuring their own supply chains also comply with these standards.

3. Ethical Business Practices

3.1 Integrity & Anti-Corruption

Suppliers must conduct business ethically and comply with all applicable laws. This includes:

- Zero tolerance for bribery, kickbacks, or improper payments
- No offering of gifts, entertainment, or favors intended to influence AGS decisions
- Transparent and accurate business dealings

3.2 Conflicts of Interest

Suppliers must avoid situations where personal or financial interests could conflict with AGS's interests. Any potential conflict must be disclosed promptly.

3.3 Fair Competition

Suppliers must compete fairly and comply with antitrust and competition laws.

4. Human Rights & Labor Standards

4.1 Non-Discrimination

Suppliers must not discriminate based on:

- Race, ethnicity, or national origin
- Gender identity or expression
- Sexual orientation
- Religion
- Age
- Disability
- Veteran status
- Any other protected characteristic

4.2 Freely Chosen Employment

Suppliers must prohibit:

- Forced labor
- Human trafficking
- Debt bondage
- Involuntary overtime

Workers must be free to leave employment with reasonable notice.

4.3 Child Labor

Suppliers must not employ individuals under the legal minimum working age. Hazardous work must never be performed by minors.

4.4 Fair Wages & Working Hours

Suppliers must:

- Pay at least the legal minimum wage
- Provide all legally mandated benefits
- Comply with laws on working hours, overtime, and rest periods

4.5 Freedom of Association

Suppliers must respect workers' rights to:

- Form or join labor organizations

- Engage in collective bargaining
- Choose not to participate

5. Health, Safety & Environment

5.1 Safe Working Conditions

Suppliers must provide:

- A safe, clean, and healthy workplace
- Proper training, equipment, and protective gear
- Procedures for reporting hazards

5.2 Environmental Responsibility

Suppliers must:

- Comply with environmental laws
- Minimize waste, emissions, and pollution
- Use resources responsibly
- Implement sustainable practices where possible

6. Data Protection & Confidentiality

Suppliers must protect:

- AGS confidential information
- Client data
- Intellectual property
- Personal information

Data must be used only for legitimate business purposes and safeguarded from unauthorized access or disclosure.

7. Subcontracting

Suppliers may not subcontract AGS-related work without prior written approval. Approved subcontractors must also comply with this Code.

8. Reporting Concerns

Suppliers and their workers may report concerns or violations through:

- AGS leadership
- AGS Human Resources
- Anonymous reporting channels (if available)

AGS prohibits retaliation against anyone who reports concerns in good faith.

9. Compliance & Monitoring

AGS reserves the right to:

- Conduct audits or assessments
- Request documentation or evidence of compliance
- Require corrective action plans

Failure to comply may result in:

- Suspension of work
- Termination of the business relationship
- Legal action, where applicable

10. Acknowledgment

Suppliers must review, understand, and acknowledge this Code as a condition of doing business with AGS.