

CLIENTS & SUPPLIERS CODE OF CONDUCT

This Supplier & Clients Code of Conduct applies to all suppliers & clients working with World of Talents. Clients and suppliers are expected to understand and uphold the principles outlined below. These standards reflect World of Talents commitment to ethical business conduct, social responsibility, and sustainable collaboration.

1. Human Rights and Labor Practices

World of Talents expects all clients or suppliers to respect and promote fundamental human rights.

Clients or suppliers must:

- Create a workplace where all individuals are treated with respect, without discrimination or harassment.
- Comply with all applicable labor laws regarding fair wages, working hours, and safe working conditions.
- Prohibit all forms of child labor, forced labor, and exploitation.
- Protect the privacy of employees and stakeholders in line with applicable data protection laws.
- Promote the health, safety, and well-being of all workers.

2. Diversity, Equity & Inclusion

Clients & suppliers are expected to:

- Foster a diverse and inclusive work environment.
- Ensure equal opportunities for all employees regardless of gender, ethnicity, religion, sexual orientation, or other personal characteristics.
- Prevent any form of discrimination and actively support a safe and inclusive workplace culture.

3. Integrity and Ethical Business Conduct

World of Talents requires clients and suppliers to act with integrity and in full compliance with the law.

This includes:

- Conducting all business activities honestly, transparently, and fairly.
- Prohibiting all forms of bribery, corruption, or improper advantage.
- Making decisions based on objective criteria, free from undue influence or personal gain.

4. Environmental Responsibility and Sustainable Procurement

Clients and suppliers are expected to:

- Integrate sustainable practices in their operations, products, and services.
- Comply with all relevant environmental laws and regulations.
- Strive to reduce environmental impact through energy efficiency, emission reductions, and responsible sourcing.
- Collaborate with World of Talents on initiatives that promote a more sustainable future.

5. Compliance and Communication

Clients and suppliers must ensure that their employees and subcontractors are aware of and comply with this Code of Conduct. World of Talents reserves the right to monitor compliance and may conduct audits or request corrective actions where necessary.

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If you have any questions or concerns regarding this Code, you may always contact your commercial representative at World of Talents or esg@worldoftalents.group.

Steve Rousseau
Group CEO