

# SUPPLIER CODE OF CONDUCT

KING & WOOD  
MALLESONS  
金杜律师事务所

The Australian partnership of King & Wood Mallesons is committed to our clients, staff and the communities in which we work. It is critical to our business that we comply with our professional and social obligations to the highest standard. As a business that provides us with goods or services we expect you to do the same.

This Supplier Code of Conduct (Code) sets out the minimum standards of behaviour that we expect from a member of our supply chain and applies to suppliers of King & Wood Mallesons and its associated entities including Dabserv Pty Limited (KWM).

We expect that you take responsibility for ensuring your employees and any suppliers you may have are aware of our expectations and make every effort to exceed them.



## BUSINESS CONDUCT & ETHICS

KWM expects you to comply with all the applicable national and international laws, regulations, standards and codes of practice in the jurisdictions in which you operate.

You will conduct your business in an ethical, fair and professional manner which is free from corruption, exploitation or contraventions of any law.



## PEOPLE

Our people are our greatest asset. Diversity and inclusion are integral elements of our business strategy and essential to our culture and values. As a supplier to KWM, you will engage and manage people ethically and will comply with all laws, regulations and standards in relation to:

- employment conditions, including workplace health and safety and protection from harassment, bullying and discrimination;
- equal employment opportunity in the workplace (including initiatives to advance diversity, gender equality, LGBTI inclusion and advancement of indigenous peoples); and
- human rights, including not engaging in or being associated in any way with any form of human trafficking, exploitation, forced labour or child labour.



## ANTI-BRIBERY & CORRUPTION

KWM expects the highest standards of integrity and ethical behaviour from its suppliers. You must comply with all local and national laws and regulations on bribery, corruption and other prohibited business practices. To the extent this Code imposes a higher standard of behaviour, you must comply with this Code.

You must not, directly or indirectly, offer, make or authorise any payment to improperly influence a public official or business contact to secure an improper business advantage.

You must not offer or receive any gifts, entertainment or hospitality that are disproportionate or unreasonable that may influence (or be perceived to influence) the outcome of business transactions or awarding of contracts, with KWM or with any of your suppliers.

You must not, directly or indirectly, make, offer or assist in the making of any facilitation payments in any jurisdiction. This includes any countries that may permit the making of such payments.



## COMPLIANCE

You will make available to us, upon reasonable request, any compliance or performance data relating to your business relationship with KWM so that we may assess your compliance with this code.



## SUSTAINABILITY

KWM has a long-standing commitment to developing and implementing sustainable business practices to minimise our environmental impact. Our vision is to be a leading law firm in the Asia region, and this includes adopting best practice environmental standards beyond our legal obligations.

You will ensure good environmental performance by not only complying with all the relevant laws, standards and best industry practices but also establishing and maintaining internal frameworks relating to the environmental impact of your business and the management of that impact.



## CONFIDENTIALITY & PRIVACY

Our duty of confidentiality to our clients is fundamental to our legal practice. You must respect and maintain the confidentiality of our information and ensure that your employees do the same. You must comply with all applicable privacy laws and take all reasonable steps to prevent the misuse of our information.

You will not advertise any relationship to KWM (including the use of our logo) without our written consent.