

# Supplier Code of Conduct

## Introduction

Korea Development Bank (KDB) London Branch is committed to ethical business practices and the prevention of modern slavery and human trafficking in our supply chains. This Supplier Code of Conduct outlines the standards KDB London Branch expect from its suppliers, in compliance with the UK Modern Slavery Act 2015.

### 1. Prohibition of Modern Slavery and Human Trafficking

Suppliers must ensure that all forms of modern slavery, including forced labour, bonded labour, child labour, and human trafficking, are strictly prohibited within their operations and supply chains.

### 2. Employment Practices

Suppliers must adhere to the following employment practices:

- **Voluntary Employment:** Employment must be freely chosen, and workers must not be forced, bonded, or subjected to involuntary labour.
- **Child Labour:** Suppliers must comply with local laws and international standards regarding the employment of minors. No person shall be employed under the age of 15 or under the minimum age for employment in their country, whichever is higher.
- **Wages and Benefits:** Workers must be paid wages and benefits that meet or exceed the minimum legal requirements. Wages should be paid in a timely manner and in full, with clear documentation provided to workers.
- **Working Hours:** Suppliers must comply with applicable laws regarding working hours, including overtime. Workers should not be required to work excessive hours and must be given reasonable rest periods and holidays.
- **Non-Discrimination:** Employment decisions must be based on merit and not on race, colour, religion, gender, age, national origin, disability, or any other characteristic protected by law.
- **Freedom of Association:** Workers must be free to join or form trade unions and bargain collectively without fear of retaliation or harassment.

### 3. Safe Working Conditions

Suppliers must provide a safe and healthy working environment for all employees, which includes:

- Compliance with local health and safety laws and regulations.
- Providing necessary training and equipment to ensure workplace safety.
- Implementing measures to prevent accidents and injuries.

### 4. Environmental Responsibility

Suppliers must adhere to all applicable environmental laws and regulations and strive to minimize their environmental impact by:

- Reducing waste and emissions.
- Promoting sustainable resource use.
- Implementing environmentally friendly practices.

## 5. Ethical Business Practices

Suppliers must conduct their business ethically and with integrity, including:

- **Anti-Corruption:** Prohibiting all forms of corruption, bribery, and fraud.
- **Transparency:** Maintaining accurate and transparent business records.
- **Confidentiality:** Respecting the confidentiality of information shared by KDB London Branch.

## Monitoring and Compliance

Suppliers must:

- Allow KDB London Branch or its representatives to audit and inspect their operations and supply chains to ensure compliance with this Code of Conduct.
- Provide timely and accurate information related to their compliance with this Code of Conduct.
- Implement corrective actions for any identified non-compliance issues.

## Reporting Concerns

Suppliers must establish mechanisms for their employees to report concerns about unethical behaviour or violations of this Code of Conduct without fear of retaliation. Suppliers must promptly address and resolve such concerns.

## Continuous Improvement

Suppliers are expected to continuously improve their practices to meet and exceed the standards set out in this Code of Conduct.

### Acceptance of the Code of Conduct

By doing business with KDB London Branch, suppliers acknowledge and agree to comply with this Supplier Code of Conduct. Non-compliance may result in the termination of the business relationship.

## Contact Information

For questions or concerns regarding this Code of Conduct, please contact:

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