



UNFCU Supplier Code of Conduct

United Nations Federal Credit Union (UNFCU) is committed to sustainable business practices. We support the values enshrined in the United Nations Charter and are aligned with the United Nations Sustainable Development Goals (SDGs). Corporate social responsibility is an extension of the UNFCU mission to serve the people who serve the world. We seek to partner with suppliers whose business practices demonstrate a similar commitment.

The principles outlined in this Code of Conduct represent the minimum standards that we expect of UNFCU suppliers. We recognize that this is an ongoing commitment from our suppliers. It requires that they establish clear goals for meeting the standards, actively monitor and evaluate progress towards the goals, and make changes where necessary. We support and encourage them in these efforts.

UNFCU suppliers must conduct their business activities in compliance with applicable laws and regulations. In addition, their operations and business practices should support and align to the principles in this Code of Conduct.

Human Rights

Fundamental and universal human rights:

Suppliers should recognize, support, respect, and ensure the protection of fundamental and universal human rights for all their employees and partners.

Labor

Collective bargaining agreements and freedom of association:

Suppliers should uphold the freedom of association at the workplace. They should also recognize the rights of their employees to make collective bargaining agreements.

Forced, compulsory, or child labor:

Suppliers should protect their employees from any form of forced or compulsory labor. They should also prohibit the use of child labor within their operations.

Diversity and discrimination:

Suppliers should put in place measures that encourage diversity in the workplace. They should also protect current and prospective employees from discriminatory practices.

Environmental Protection

Environmental laws and regulations:

Suppliers should actively and conscientiously seek to avoid negative environmental impact in the production and delivery of their goods and services. Suppliers should formulate and implement measures to protect and improve the environment.

Minimize waste, maximize recycling:

Suppliers should promote an environmentally sound process that minimizes waste across their product lifecycle – from product development to disposal of their products. They should encourage recycling or reuse where applicable.

Chemical & hazardous materials, wastewater & solid waste, and air emissions:

Suppliers should formulate and institute measures to mitigate or reduce any form of environmental harm and pollution from chemical and hazardous materials, wastewater and solid waste, and air emissions. Such measures can include adoption of appropriate technologies and methodologies to use, handle and dispose of the materials, waste, and emissions in a way that reduces their adverse effects on environmental and ecological biodiversity, climate, water, and other environmental resources.

Anti-Corruption, Governance, and Ethical Conduct

Integrity:

Suppliers should foster the highest levels of integrity in their dealing and business relations.

Confidentiality and privacy:

Suppliers should respect the privacy and confidentiality of their employees, partners, customers, and other stakeholders. They should protect any information, data, or intellectual property from unauthorized access and misuse.

Bribery and anti-corruption:

Suppliers should prohibit and act to prevent any form of corruption, including but not limited to extortion, fraud, bribery, or money laundering. Suppliers and their partners should prohibit and take appropriate measures to prevent offering any gift or benefit to public or business officers with the aim of influencing the officers' decisions.

Conflict of interest:

Suppliers should not engage in any undertakings that may constitute an actual or apparent conflict of interest with UNFCU. Suppliers should disclose any situation that may appear to be a conflict of interest. This can include disclosing if a UNFCU official has an interest in or an economic tie with the supplier.

Accounting, business records, and financial reporting:

Suppliers' accounting, business records, and financial reporting activities should be in line with established accounting and financial reporting standards. The standards used should be accepted by the country or industry in which the supplier works.

Whistle blowing:

Suppliers should institute appropriate measures to protect individuals who report unethical or corrupt conduct.

To report questionable behavior or a possible violation of this Code of Conduct, suppliers are encouraged to contact their primary UNFCU business contact or the UNFCU Ethics Officer at ethicsofficer@unfcu.com.

Applicability & Sources

The principles outlined in this Code of Conduct apply to all UNFCU suppliers and partners. Failure to meet the standards outlined in this Code of Conduct may lead UNFCU to stop working with a supplier.

This Code of Conduct addresses key issues. In all situations, including those that may not be covered here, we expect our suppliers' performance to be aligned with the Code's values and principles.

This Code of Conduct is based in large part on the International Labour Organization's (ILO) International Labour Standards, as well as the UN Global Compact.

The Global Compact is a voluntary network designed to promote responsible corporate citizenship by advancing social and environmental principles. UNFCU strongly encourages its suppliers to join and actively participate in the UN Global Compact. Suppliers can learn more and begin the process of joining the UN Global Compact at www.unglobalcompact.org.

serving the people who serve the world®

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This credit union is federally insured by the National Credit Union Administration (NCUA).

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