

Supplier Code of Conduct

2025



Introduction

This Supplier Code of Conduct sets out the essential principles and standards that all of our suppliers are expected to uphold.

It reflects our commitment to ethical business practices, legal compliance, respect for human and labour rights, environmental sustainability, and transparency throughout our supply chain.

By adhering to this Code, suppliers help us maintain our integrity, foster responsible partnerships, and have a positive impact on society and the environment.

Purpose

This Supplier Code of Conduct provides a clear framework of the principles and standards expected of our suppliers.

It goes beyond basic expectations and emphasises the importance of transparency, accountability, and continuous improvement across all aspects of supplier operations, from respecting human and labour rights to protecting the environment and complying with all relevant laws and regulations.

By adhering to this Code, suppliers not only help us to uphold our own commitments to integrity and sustainability but also contribute to the creation of a supply chain that supports social responsibility and long-term value for all stakeholders.

Ultimately, this document's purpose is to promote a shared commitment to responsible business conduct, enabling both Taylor Wessing and our suppliers to operate with confidence, resilience, and mutual respect. We expect all suppliers to fully adhere to this Code as part of their partnership with us.

We reserve the right to refuse new engagements or terminate existing partnerships with suppliers who fail to meet, or demonstrate progress towards, the standards set out in this Code, or who engage in practices that conflict with our values. Suppliers are expected to notify us if they become aware of any breaches of this Code by their own employees or by Taylor Wessing people.

Scope

This Supplier Code of Conduct applies to all suppliers, contractors, consultants, and their employees, agents, and subcontractors who provide goods or services to Taylor Wessing in the UK, Ireland, and Dubai.

It is expected that all parties within the supplier's own supply chain also comply with the principles and standards outlined in this document where possible.

This Code covers all activities related to the provision of goods and services across the UK, Ireland, and Dubai and is a requirement for maintaining a business relationship with Taylor Wessing.



Our values

The principles and standards outlined in this Code are firmly grounded in our core values. By committing to these principles, our suppliers play a key role in bringing these values to life throughout our operations.

Excellence

Excellence is everything; we never compromise on it or settle for less. We set high expectations of our people around commercial decision making and client service, which enables us to invest in their future. This makes us an exceptional firm to work for and with.

Responsible

We have a positive, uplifting impact on our clients, our sectors, our society, and our environment. We think and act sustainably.

Creative

We challenge ourselves to find the best solutions to legal and business issues. We're self-starters, and are always questioning, innovating, and learning. Our curiosity, passion, and insight drive us to find new ideas and inspire others to achieve them.

Team

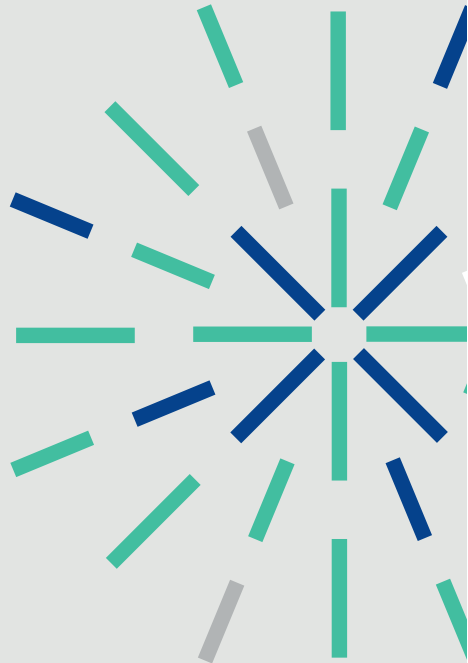
We're not just colleagues, we're a community. We empower others and work together to achieve our shared goals for the long-term success of our business. We recognise each other's achievements. We support and motivate.





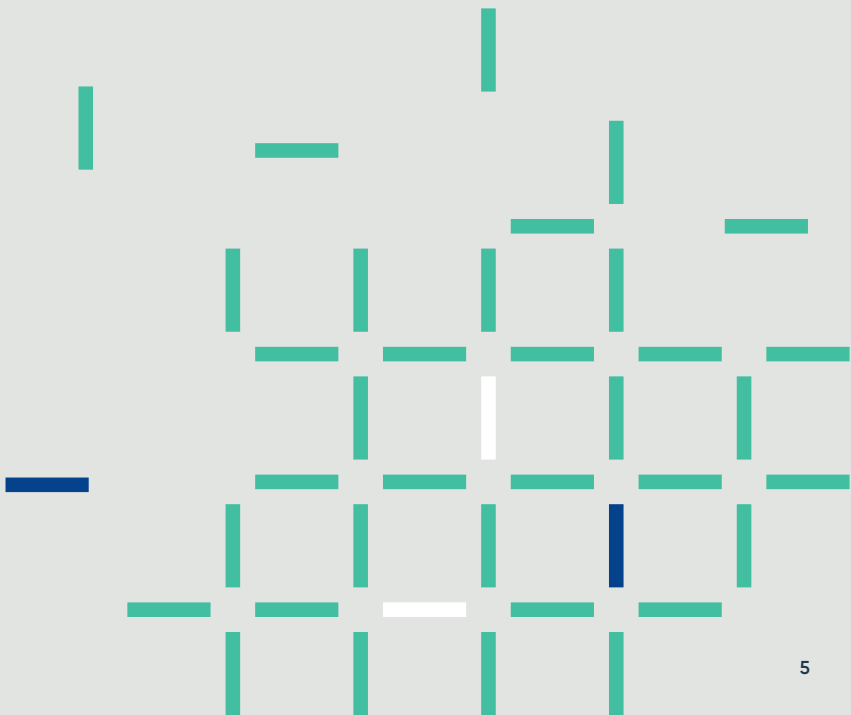
Integrity

We believe in doing the right thing and take pride in the work we produce. We are open and honest, building trusting relationships with clients and colleagues by doing what we say.



Respect

We embrace individuality; we understand it and appreciate it. We bring diverse teams together to create an impact in an inclusive and meaningful way.



Being a responsible business

We have an inclusive and progressive culture. Everyone is expected to play a role in strengthening it by being inclusive, embracing differences, and treating others with dignity, fairness, and respect.

Our people must challenge behaviour that does not meet these standards, and they are encouraged to speak up if they witness behaviour which does not align with our values. We expect our suppliers to also encourage an inclusive and progressive culture.

Our dedication to ethical business practices, including compliance with laws designed to prevent criminal activities such as money laundering, fraud, bribery, and corruption, is essential in safeguarding market integrity and enhancing the trust placed in us by our clients.

- **Anti-bribery and corruption:** Suppliers are expected to operate to the highest ethical standards in all business dealings and relationships. Suppliers must adopt a zero-tolerance approach to bribery and corruption.
- **Ethical practices:** Suppliers should prevent unethical business practices like money laundering, fraud, tax evasion, improper payments, or gifts.
- **Data protection and confidentiality:** We expect suppliers to take all appropriate measures to ensure any personal data and confidential information entrusted to them by Taylor Wessing is protected against accidental or unlawful destruction, loss, alteration, damage, or unauthorised disclosure or access.
- **Training and education:** We expect suppliers to provide their employees with appropriate compliance training in line with their roles.

- **Reporting:** Procedures must be in place for confidential reporting without fear of retaliation (eg, whistleblowing policies).
- **Information security:** Suppliers must have robust cyber security processes and controls in place to protect data and confidential information. Suppliers must implement and maintain a written information security programme, including appropriate policies, procedures, risk assessments, and other technical and organisational measures that are comparable to accepted industry practices.

These include the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC): ISO/IEC 27001 – Information Security Management Systems, the National Institute of Standards and Technology (NIST) Cybersecurity Framework, the IASME Cyber Assurance standard Cyber Essentials/Plus, or other applicable industry or national standards for information security.

These should be made available upon request. Where appropriate, the supplier shall agree to be audited on compliance with these standards. Suppliers shall notify and provide reasonable information without undue delay of any security incidents or breaches in line with contractual agreements and applicable legislation.

Human and labour rights

We have a zero-tolerance policy towards modern slavery, a crime and violation of fundamental human rights which includes any form of slavery, servitude, or forced or compulsory labour.

We are committed to our responsibilities under the UK's Modern Slavery Act 2015 and the equivalent legislation in Ireland and Dubai. We ensure that we act ethically and with integrity in all business dealings and relationships, including our own recruitment process and supply chain.

- **Child labour:** Child labour is strictly prohibited; the employment of young employees should comply with national laws regarding age limits for work.
- **Forced labour:** Suppliers must not use any form of forced or involuntary labour; employees should be free to leave their employment under reasonable notice without penalties or withholding of documents.
- **Non-discrimination:** Suppliers must provide a workplace free from discrimination based on race, religion, ethnicity, disability, age, gender identity, or expression among other protected characteristics.
- **Freedom of association:** Suppliers must allow employees to join trade unions without interference or retaliation in line with applicable laws and regulations.
- **Wages and remuneration:** Suppliers must ensure that employees receive fair wages, including overtime premiums and benefits, that meet or exceed international conventions and comply with relevant national laws.
- **Health and safety:** Suppliers must provide a safe working environment by implementing appropriate measures including risk assessments and health and safety training. Specifically:
 - **Workplace safety:** Suppliers should provide a safe and healthy work environment, including proper maintenance of equipment, safe handling of hazardous materials, and reducing risks where possible.
 - **Risk assessment and management:** Suppliers should actively identify and manage health and safety risks.
 - **Emergency preparedness:** Suppliers should implement clear procedures for emergencies like fires, chemical spills, natural disasters etc, including evacuation plans and first aid access.
 - **Training and education:** Employees should receive appropriate health and safety training for their roles.
 - **PPE:** Suppliers need to provide suitable personal protective equipment (PPE) and ensure it's used properly by their employees.
 - **Health and safety reporting:** Suppliers should implement accessible incident reporting mechanisms for their employees.
 - **Worker health and wellbeing:** Suppliers should commit to preventing occupational illnesses and support overall employee health.

Sustainability

We believe there is an urgent need to address global warming in accordance with the Paris Agreement on climate change. The climate and biodiversity crises present risks and opportunities to businesses.

The legal sector has a key role in supporting businesses, and we are committed to playing our part in our firm and in the advice we provide to our clients.

Our Executive Board has committed to reducing our carbon footprint through a verified science-based target. We have set our near-term target with the Science Based Targets initiative (SBTi), marking a significant milestone in our sustainability journey. This is a key priority as we work towards meaningfully reducing our emissions.

We align with the UK's ambition to be net zero by 2050 or earlier if possible. We prioritise suppliers who share our values and commitment to responsible business practices, working collaboratively with them to innovate and address sustainability challenges together.

We expect our suppliers to comply with the following areas of regulation and legislation:

- **Legal compliance:** Suppliers must comply with local environmental laws related to waste disposal, pollution control, and emissions management. They should also manage and mitigate environmental risk as part of wider ESG compliance obligations.
- **Carbon reduction:** Suppliers must adopt science-based targets or carbon emissions reduction wherever possible or measure and report environmental performance using recognised systems like [CDP](#) or [EcoVadis](#).
- **Waste management:** Suppliers should implement circular economy principles by promoting recycling and reducing waste across all stages, including product manufacture and packaging. Where possible, reductions in the use of plastic should be promoted by our suppliers. Overall, suppliers should follow the waste hierarchy, namely: prevent, reduce, reuse, recycle, and recover.
- **Biodiversity:** Suppliers should be mindful of their impact on biodiversity and aim to prevent damage and enhance biodiversity capital through their day-to-day operations.

Monitoring and transparency

We expect our suppliers to abide by the requirements set out in this Supplier Code of Conduct. Material violations, or any changes that may impact Taylor Wessing, should be reported promptly.

We reserve the right to audit suppliers periodically – both onsite and offsite – to ensure adherence to this Code. If violations are identified during an audit, or otherwise reported by the supplier's employees or external parties (including by our people), corrective actions will be required within a specified timeframe.

Onboarding

We have a structured procurement process in place that enables us to vet all of our suppliers, irrespective of the type of service, to ensure we engage with suppliers who share our commitment to operating to the highest ethical and business standards and who comply with our regulatory requirements.

We are steadfast in our commitment to sustainable procurement principles and fostering strong supplier relationships to drive sustainability. Our approach ensures that sustainability factors are considered during our purchasing decisions, thereby minimising our carbon footprint and supporting ethical practices.



United Kingdom Cambridge | Liverpool | London

Ireland Dublin

UAE Dubai

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