

The Supplier Code of Conduct (the “Code”) establishes requirements for suppliers with whom Commercial Bank of Dubai (“CBD” or “the Bank”) and its subsidiaries do business, including their employees, agents, affiliates, sub-contractors, and other third parties.

CBD recognizes that its suppliers play an important role in maintaining CBD’s long-term success and reputation as an ethical, responsible, and transparent Bank. CBD expects suppliers to align with ethical standards, respect human rights, maintain acceptable working conditions, engage in fair business practices, and adhere to all applicable laws, rules, and regulations of the jurisdictions in which suppliers operate.

As per policy, suppliers are required to:

- Comply with all trade laws and regulations as well as the Bank’s policies, including but not limited to its Conflict of Interest, Anti-bribery and Corruption, Insider Information, Disclosures, Privacy and Data Security policies.
- Comply with applicable employment laws, including without limitation, laws regarding minimum wage, working hours, overtime, hours free from work, acceptable living conditions, health and safety, and human rights.
- Provide a safe and healthy working environment taking into consideration the specific hazards relevant to their operations and take reasonable steps to prevent accidents and injuries in the workplace.
- Foster a fair and inclusive work environment that is free of discrimination and harassment and where diverse ideas and perspectives are respected and protected.
- Prohibit all forms of forced and compulsory labour, which includes work or service exacted under the threat of penalty (including imprisonment), or for which the individual performing the work or service has not offered himself or herself voluntarily.
- Comply with applicable laws governing the minimum age of employment, including the prohibition of child labour.
- Support and respect the protection of internationally proclaimed human rights and to make sure they are not complicit in human rights abuses.
- Comply with applicable environmental protection laws and permits and mitigate significant environmental impacts of their operations.

Suppliers are required to conduct periodic reviews of their programs to ensure compliance in all areas addressed by the Code. CBD may also periodically require a supplier to provide CBD with written confirmation that the supplier meets the requirements of the Code. Suppliers are also expected to cooperate with CBD to allow a review of the performance of the supplier against the Supplier Code of Conduct. This could include, for example, employee interviews, facility inspections and a review of records. Failure to comply with the Code may be considered a material breach of the supplier’s obligations under the applicable agreement and may result in the termination of the supplier’s relationship with CBD, in accordance with the supplier’s applicable agreement with CBD.