



Concert Properties Ltd.

Third Party Supplier Code of Conduct

December 2020

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Purpose & Scope

Concert Properties is committed to advancing safe and ethical business & labour practices as well environmental stewardship in all areas of our business including our supply chain. Our Supplier Code of Conduct is one of the ways we are communicating our commitments to our suppliers and partners.

It is our expectation that all of our registered suppliers, at a minimum, comply with the laws and regulations of the country/s in which they operate and adhere to the standards herein. We also hope that our suppliers share our aspiration to continually improve upon ethical, environmental and social performance throughout the supply chain.

Monitoring & Compliance

We expect our suppliers to clearly communicate the Code to their employees, parent, subsidiary and affiliated entities as well as throughout their supply chain. We also expect our suppliers to self-monitor compliance with this Code and take appropriate corrective action if violations occur.

Our Standards¹

Pertaining to labour and human rights, we expect our suppliers to:

- Provide a safe and healthy work environment in accordance with all applicable laws and regulations. Comply with Concert's Occupational Health & Safety policy on job sites.
- Recognize the freely-exercised right of workers, without distinction, to organize, further and defend their interests and to bargain collectively, as well as to protect those workers from any action or other form of discrimination related to the exercise of their right to organize, to carry out trade union activities and to bargain collectively.
- Prohibit any and all forms of forced labour and to be aware of and manage any risk areas associated with forced labour in supply chains.
- Prohibit the hiring of children under the age of 15, unless local minimum age law stipulates a higher age for work or mandatory schooling.

¹ The following standards are based on UN Global Compact 10 Principles, UN Declaration of Human Rights as well as the ILO – Labour Standards as well as leading industry best practices.

- Provide a work environment that is free from discrimination, bullying and harassment of any kind. This includes harassment based on gender, race, colour, ethnic origin, age, religion, sexual orientation, marital status or disability.
- Comply with local laws and standards regarding working hours, overtime, days of rest and public holidays. Workers shall be granted and correctly compensated for any types of paid leave or time off to which they are legally entitled.
- Pay employees fair and reasonable wages as well as any legally entitled or agreed benefits. Concert will give preference to suppliers who use Union Vendors and/or pay their staff a living wage².
- Ensure all employees are treated with dignity and respect and not engage in any forms of inhumane treatment and/or unlawful disciplinary action.

Pertaining to ethical business practices, we expect our suppliers to:

- Comply with all anti-corruption, antitrust and fair competition laws and promote ethical behaviour among employees, sub-contractors and suppliers.
- Avoid all conflicts of interest or situations that may be interpreted as such in their dealings with, or on behalf of, Concert. Disclose any actual or perceived conflict of interest such as a direct personal or financial interest in a business decision or supplier selection.
- Not offer any gifts, entertainment or any other incentive to gain an improper advantage or preferential treatment.
- Maintain integrity and confidentiality of data, recordkeeping and intellectual property.

Pertaining to environmental stewardship, we expect our suppliers to:

- Meet or exceed requirements under applicable environmental laws and regulations regarding the prohibition or restriction of specific substances to ensure safe and responsible handling, storage, movement, reuse, recycling and disposal.
- Take every step possible to minimize or eliminate waste across their operations and those of their suppliers. Hazardous waste must be managed and disposed responsibly.
- Take every step possible to conserve water and use energy in an efficient manner. Concert values suppliers who are working to minimise their greenhouse gas (GHG) emissions and who are publicly disclosing their efforts.

² A living wage is not the same as the minimum wage, which is the legal minimum all employers must pay. The living wage sets a higher test — a living wage reflects what earners in a family need to bring home, based on the actual costs of living in a specific community. The living wage is a call to private and public sector employers to pay wages to both direct and contract employees sufficient to provide the basics to families with children.