



ISS Supply Chain Policy



Supply Chain Policy of ISS A/S

1. Preamble

As a global company, ISS strives to be the world's greatest service organisation. We are ambitious and competitive but we compete on fair terms and on the merits of our services. Our business integrity is non-negotiable and one of our core values.

ISS has made a strong commitment as a signatory and supporter of the United Nations Global Compact since its inception in 1999. In line with the membership regulations, we are committed to aligning our strategy and business operations with the ten United Nations Global Compact principles on human rights, labour rights, environmental protection and anti-corruption. ISS respects, supports and promotes human rights as stated in the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation. ISS is also committed to complying with the United Nations Guiding Principles on Business and Human Rights.

To support this commitment and to create social and environmental improvements for all our stakeholders we have adopted this Supply Chain Policy that applies to all purchases of goods and services throughout the ISS Group.

2. Supply Chain in ISS – Our Approach and Commitment

The ISS Supply Chain and Procurement organisation is an integral part of our business operations by delivering ongoing value through utilisation of sound Supply Chain practices. At ISS, we contribute to sustainable economic development and responsible business practices by:

- Ensuring our procurement practices are fair, responsible and sensitive to the needs of our stakeholders;
- Purchasing from suppliers selected in accordance with ISS Supplier Code of Conduct;
- Leveraging our global purchasing power in favour of sustainable and cost efficient products and services;
- Interacting with our suppliers to innovate or improve products and services; and
- Establishing close cooperation with suppliers recognised for sustainable and responsible business practices.

3. Compliance with Laws and Regulations

Good business ethics and compliance with applicable laws and regulations lie at the heart of ISS's business practices and is a key factor of the ISS sourcing decisions. ISS has a zero tolerance policy towards suppliers and business partners committing fraud, corruption or other serious violation of law. Accordingly, our Suppliers must comply with applicable laws and regulations, such as competition, data privacy and anti-bribery & corruption laws and regulations, and shall conduct their businesses responsibly when it comes to social and environmental matters.



4. Sourcing of ethical and sustainable goods and materials

As part of our commitment to the UN Global Compact, we work with suppliers that strive to source the goods and materials used in their products from agricultural, forestry, fishery and aquaculture origin in an ethical and sustainable manner. We strive to minimise adverse environmental impacts of our activities, products and services and we select suppliers that do the same. In terms of climate change, we are committed to reducing greenhouse gas emissions related to our operations and it is our policy to work with suppliers of goods and services who do the same.

5. Equal rights and supplier diversity

ISS embraces and encourages equal rights, diversity and inclusion in the broadest sense, including age, gender, ethnicity, sexual orientation, nationality, culture, language, religion, physical ability, education and skills. ISS has a strong commitment to sustainable business practices and supporting the economic success of our communities. This includes working with both diverse and small-business suppliers such as Minority-owned business, Women-owned business, Small Business (including Small Disadvantaged, Woman, and Veteran/Service Disabled Veteran).

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Approved by the Executive Group Management, October 2017