



SUPPLIER CODE OF ETHICS

2025

1. Introduction

- Ed Partners Africa Limited is committed to achieving Environmental, Social & Governance initiatives. To support us in this quest, our suppliers are requested to demonstrate commitment to sustainability initiatives by agreeing to the following supplier code of conduct.

2. Ethics & integrity

- Suppliers must fully comply with all applicable anti-bribery and anti-corruption laws in Kenya.
- Suppliers must not offer or accept any gift or inducements to or from Ed Partners Africa Limited employees.
- Suppliers must comply with all applicable trade and sanctions laws and regulations.

3. Data privacy & security

- Suppliers must protect Ed Partners Africa Limited confidential assets and information. Suppliers must design and maintain processes to provide appropriate protections for this information.
- Ed Partners Africa Ltd requires Suppliers to protect personal information in compliance with all applicable laws and regulations. Personal information provided by or on behalf of Ed Partners must only be used, accessed, and disclosed as permitted by the Supplier agreement and in compliance with all applicable laws and regulations.

4. Inclusion & diversity

- Suppliers must comply with all applicable laws and regulations relating to discrimination in hiring, employment practices, and harassment and retaliation.
- Suppliers must operate workplaces free of unequal treatment in employment, discrimination, harassment, victimization, and any other abuse on any grounds including but not limited to age, health status, disability, ethnic or social origin, gender, gender identity, nationality, race, sexual orientation, marital status, parental status, pregnancy, political convictions, religion or beliefs, union affiliation, or veteran status. Unequal treatment includes the payment of unequal remuneration for work of equal value.

5. Employment practices

- Ed Partners Africa Limited does not tolerate slavery, forced labor, or human trafficking in any form at any stage of its supply chain.
- Suppliers must comply with all applicable wage and labor laws and regulations.
- Suppliers must similarly prohibit all forms of forced labor, child labor, and human trafficking.

- Ed Partners Africa Limited requires Suppliers to fully comply with the applicable legal requirements of human rights, slavery, forced labor and human trafficking laws and regulations
- Ed Partners Africa Limited does not tolerate child labor in any form at any stage of its supply chain. The term "child," unless otherwise specified by applicable laws regarding minimum working age, refers to any person employed below the age of 18. Workers under the age of 18 should also not be engaged to perform hazardous work.

6. Health & Safety

- Ed Partners requires Suppliers to adopt practices to minimize health and safety risks, support accident prevention, and ensure a safe workplace for all workers.

7. Human Rights

- Ed Partners Africa Limited is committed to respecting human rights in Ed Partners internal operations and requires the same from Suppliers.
- Ed Partners does not tolerate human rights violations in any form at any stage of its supply chain. Ed Partners requires Suppliers to enact practices to maintain a respectful and safe workplace.
- Ed Partners requires Suppliers to not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behavior, bullying, or harassment of any kind.

8. Environmental Sustainability

- Suppliers must comply with all applicable environmental laws and regulations.
- Ed Partners requires suppliers to address Suppliers' environmental risks and impacts. Ed Partners expects suppliers to measure, manage, and address energy usage, greenhouse gas (GHG) emissions, water use or other natural resources and reduce waste in its operations.

9. Ed Partners Rights

- Ed Partners reserves the right to amend the supplier code of conduct from time to time so as to amend and make corrections or reflect changes in law.

10. Acknowledgement and Acceptance

- Confirm in writing your agreement and acceptance of the contents of supplier code of conduct by signing, stamping and returning a scan copy to us.

The terms of this code of conduct are accepted by _____ who represents and is authorized to accept these terms on behalf of the supplier entity.

Signature & Stamp:

Position:

For and on behalf of (Name of company)