



**Supplier Code Of Conduct**  
**His Supplier Code Of Conduct Applies To**  
**All Suppliers Engaged By Tpg Global And**  
**Its Subsidiaries.**



# **Tpg Global**

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## **A. Introduction**

This Supplier Code of Conduct establishes the principles and standards that suppliers must adhere to while engaged with TPG Global. It reflects our commitment to ethical and responsible business practices, ensuring that all parties involved maintain the highest standards of integrity and compliance.

## **B. Requirements**

### **B.1 Compliance with Laws – Acting with Integrity**

Suppliers must comply with all applicable laws and regulations in every jurisdiction in which they operate. This includes adherence to ethical business practices and a commitment to act with integrity in all dealings.

### **B.2 Anti-Corruption**

We prohibit bribery, corruption, and any unethical practices. Suppliers must implement policies to prevent corrupt practices and ensure transparency in all transactions.

### **B.3 Gifts and Entertainment**

Offering or receiving gifts and entertainment must be done in moderation and in compliance with applicable laws. Suppliers should avoid any situation that may appear to influence business decisions.

### **B.4 Conflict of Interest**

Suppliers must disclose any actual or potential conflicts of interest that could compromise their ability to act in the best interest of TPG Global.

### **B.5 Human and Labor Rights**

Suppliers are required to uphold human and labor rights, providing fair wages and safe working conditions while prohibiting forced labor and child labor.

### **B.6 Minorities and Indigenous Peoples Rights – Local Communities**

Respect for the rights of minorities and indigenous peoples is essential. Suppliers must engage with local communities in a manner that is respectful and beneficial.

### **B.7 Personal Data Protection & Data Privacy**

Compliance with data protection laws is mandatory. Suppliers must safeguard personal data and ensure it is processed transparently and securely.

### **B.8 Information Security**

Suppliers must employ appropriate measures to protect sensitive information against unauthorized access and breaches.

### **B.9 Environment & Climate**

Suppliers should strive to minimize their environmental impact, adhering to relevant environmental laws and promoting sustainability.

### **B.10 Health, Security & Safety – Drugs & Alcohol**

Ensuring a safe workplace is paramount. Suppliers must implement policies to prevent substance abuse and ensure the health and safety of their employees.

### **B.11 Responsible Sourcing – Conflict Minerals**

Suppliers must ensure that their sourcing practices do not contribute to conflict and must disclose the origins of minerals used.

### **B.12 Accurate, Correct and Complete Records**

Suppliers must maintain accurate and complete records of their business transactions and operations.

### **B.13 Safeguarding our Resources and Protecting Confidential Information**

Protecting TPG Global's resources and confidential information is critical. Suppliers must implement measures to safeguard proprietary information.

### **B.14 Export Controls and Sanctions Laws - Import Obligations**

Suppliers must comply with all applicable export controls and sanctions laws and ensure adherence to import obligations.

### **B.15 Competitive Behavior and Antitrust**

Adherence to antitrust laws is required. Suppliers must engage in fair competition and avoid practices that could harm market competition.

### **B.16 Anti-Money Laundering - Preventing Facilitation of Tax Evasion**

Suppliers must have measures in place to prevent money laundering and tax evasion, ensuring compliance with relevant laws.

### **B.17 Payment of Taxes**

Suppliers are expected to comply with tax laws and regulations, ensuring that all taxes are paid in full and on time.

**By adhering to this Supplier Code of Conduct, suppliers contribute to a responsible supply chain that reflects TPG Global's commitment to ethical business practices and sustainable development.**



## **A. Introduction**

TPG Global and its subsidiaries (“TPG Global” or the “Company”) have established clear requirements and expectations for personnel, business partners, and suppliers in the TPG Global Code of Conduct, available at [www.tpgglobals.com](http://www.tpgglobals.com). This Code governs our business operations. Additionally, the TPG Global Supply Chain Policy outlines our approach to managing the supply chain.

We require that all suppliers and sub-suppliers adhere to the same standards of compliance with laws, ethics, anti-corruption, human and labor rights, as well as health, safety, environment, and quality, that TPG Global maintains for its own activities.

## **Procurement Processes**

Our procurement processes are designed to ensure a healthy supply chain that complies with our policies and commitments. This includes our sourcing strategy, supplier selection, and engagement with suppliers.

The Supplier Code of Conduct clarifies the requirements imposed on suppliers working with TPG Global and should be read alongside the TPG Global Code of Conduct. These requirements apply to both large and small suppliers, covering single transactions and long-term relationships. Our procurement contracts and purchase orders incorporate these requirements as contractual obligations.

While most requirements apply to all suppliers, some are specifically for key suppliers. Our procurement process will clearly identify which suppliers are considered key. All TPG Global approved suppliers are bound by the TPG Global General Terms and Conditions for Procurement of Goods and Services or a negotiated agreement. Key suppliers must commit to adhering to TPG Global policies and procedures, and deliveries must conform to our instructions.

## **Communication and Compliance**

Suppliers must make this Supplier Code of Conduct available throughout their organization and to all employees. We encourage suppliers to inform their employees about the TPG Global Compliance Hotline, where they can report any suspected violations of this Code or other ethical concerns. Reports can be made to the TPG Global Legal & Compliance department or through the anonymous TPG Global Compliance Hotline.

Key suppliers engaged in long-term business relationships with TPG Global are required to annually confirm compliance with this Supplier Code of Conduct and ensure that their sub-suppliers adhere to the same standards.

Violations of this Supplier Code of Conduct or applicable laws may lead to remedies for breach of contract.

## **B. Requirements**

### **B.1 Compliance with Laws – Acting with Integrity**

All suppliers and sub-suppliers must conduct their business ethically and responsibly, adhering to high professional standards and complying fully with applicable laws and regulations.

TPG Global conducts thorough due diligence before approving suppliers, seeking those that share our ethical standards. We expect our key suppliers to do the same. Key suppliers should only engage employees, agents, intermediaries, consultants, representatives, distributors, partners, contractors, and sub-suppliers who meet both TPG Global's and their own standards regarding reputation and conduct.

### **High Standards of Ethical Behavior**

Maintaining high standards of ethical behavior and compliance with laws and regulations is vital for protecting the reputation and ensuring the long-term success of both TPG Global and its suppliers. TPG Global requires all suppliers to act ethically, comply with legal and industry requirements, and strive to implement best practices within their respective industries.

### **B.2 Anti-Corruption**

TPG Global has a strict zero-tolerance policy toward corruption and bribery in any form. Suppliers and their employees must not engage in any activities related to TPG Global business that involve:

**Improper Influence:** Illegally offering, providing, or receiving bribes, kickbacks, or other inducements.

**Unlawful Advantages:** Offering, providing, or receiving anything of value to or from any individual to:

Influence any act or decision in violation of the recipient's duty.

Induce the recipient to leverage their influence with a government entity or public organization.

Influence decisions of government entities or commercial enterprises.

Secure any improper advantage to obtain, retain, or direct business.

Key suppliers must ensure that all affiliated companies and sub-suppliers, along with their personnel, are aware of this requirement and receive proper training to ensure full compliance.

### **B.3 Gifts and Entertainment**

Suppliers must not offer gifts to government officials, TPG Global employees, or their associates in relation to TPG Global business, except for minor gifts of a customary nature or promotional items of minimal value. Modest entertainment, such as meals or social events, may be offered if there is a legitimate business purpose. However, gifts and entertainment must not be provided during any ongoing tender or decision-making processes, regardless of their value.

### **B.4 Conflict of Interest**

Suppliers must avoid participating in or attempting to influence any decision where there is an actual or perceived conflict of interest. A conflict of interest occurs when an employee's self-interest—stemming from personal relationships, external activities, or interests in other ventures—conflicts with the interests of TPG Global. Should any supplier or personnel become aware of a conflict of interest, it must be reported immediately to the TPG Global representative responsible for the procurement contract or purchase order. Alternatively, concerns can be raised through the TPG Global Compliance Hotline available on the TPG Global website.

### **B.5 Human and Labor Rights**

The requirements outlined in this section apply to all parts of the supply chain for all suppliers. Key suppliers must conduct a risk assessment and due diligence of their operations and supply chains to identify, detect, and mitigate risks to human and labor rights. This includes implementing measures to prevent all forms of modern slavery within their operations and supply chains. Key suppliers should employ a rigorous selection process to ensure they engage high-standard security staff and sub-suppliers while actively managing any potential negative impacts on human and labor rights.

#### **a. Minimum Age of Labor**

TPG Global prohibits the employment of individuals below the minimum legal working age, ensuring that all permanent employees comply with this standard

## **B. Forced Labor and Modern Slavery**

TPG Global strictly prohibits the use of forced or compulsory labor in any form. No supplier or sub-supplier shall engage in modern slavery or human trafficking. Forced and compulsory labor is defined as any work or service exacted from an individual under the threat of penalty, for which the individual has not offered themselves voluntarily. All suppliers and sub-suppliers must comply with applicable anti-slavery and human trafficking laws and regulations, including but not limited to the global Modern Abolition of Forced Labor Convention.

## **C. Freedom of Association and Collective Bargaining**

All suppliers and sub-suppliers shall recognize the right to freedom of association and the right of employees to be represented in collective bargaining agreements. In cases where legal restrictions apply, suppliers must acknowledge that employees retain the right to influence their work situations. TPG Global requires all suppliers and sub-suppliers to comply with these principles.

## **D. Diversity, Inclusion, Non-Discrimination, and Non-Harassment**

All suppliers and sub-suppliers must treat all employees and personnel equally and fairly, without discrimination based on political beliefs, religious convictions, age, gender, sexual orientation, family status, disability, race, color, nationality, ethnic origin, social origin, or any other legally protected characteristic. This commitment applies to all aspects of employment, including recruitment, training, promotion, remuneration, work assignments, and hours of work.

Suppliers must promote equal opportunities and value diversity while ensuring a workplace free from harassment. No supplier or sub-supplier shall tolerate any form of abusive behavior that creates an intimidating, hostile, or offensive work environment, including degrading treatment or sexually offensive behavior.

## **E. Wages and Working Conditions**

Suppliers and sub-suppliers must ensure that all employees receive decent wages that meet or exceed minimum local standards and are paid on time. They must not use wage deductions as a disciplinary measure, and overtime must be compensated at a premium rate.

Working conditions must comply with minimum local standards, ensuring that regular working hours do not exceed internationally recognized standards of 48 hours per week. Employees are entitled to a rest period of at least 24 hours every seven days and a maximum of 12 hours of voluntary overtime per week. Offshore work may be subject to different rotations in accordance with union agreements and local standards. All employees, both hired labor and permanent staff, should be offered vacation time, leave, and holidays in compliance with applicable laws.

## **F. Employment Contracts**

Suppliers and sub-suppliers must provide written employment contracts to all hired labor and permanent employees, detailing all required employment conditions in a language that the employee understands. Additionally, employees must have access to effective grievance mechanisms. In jurisdictions where employment contracts are not mandated, suppliers must provide written offers or similar documents outlining employment conditions in an understandable language, along with access to effective grievance mechanisms.



# Conclusion

**TPG Global Third-Party Solutions Company  
Engineering Development Management. (Global)  
Address :Building 47-Floor 4-Regus Offices-New  
Cairo,Cairo,Egypt.  
Mobile: +201000080759.**

**Email: [info.tpg@tpglobals.com](mailto:info.tpg@tpglobals.com)  
Website :[www.tpglobals.com](http://www.tpglobals.com)**

