

Experian Supply Chain Principles

These principles represent the minimum standards required for all Experian Suppliers.

Principle 1: We do not employ or use any person below the age of 14 or 15 (depending on country) or below the legal minimum age (where this is higher) in all countries in which we operate or source goods or services.

Principle 2: We do not use forced labour in any form (prison, indentured, bonded or otherwise) and staff are not required to lodge papers or deposits on starting work.

Principle 3: We comply with all applicable local environmental, safety and health regulations and shall provide a safe and healthy workplace, presenting no immediate hazards to our staff.

Principle 4: Within the customs and practices of the countries in which we operate*, we do not discriminate against any worker on any grounds (including race, religion, disability, or gender). We do not engage in or support the use of corporal punishment, mental, physical sexual or verbal abuse.

Principle 5: We provide each employee at least the minimum wage, or the prevailing industry wage, (whichever is higher) and provide each employee with all legally mandated benefits.

Principle 6: We comply with the laws on working hours and employment rights in the countries in which we operate.

Principle 7: We comply with all relevant environmental legislation in the regions in which we operate. We have identified all the hazardous or toxic waste that we or our contractors or agents produce and are confident that all waste is disposed of by competent bodies via authorised disposal routes.

Principle 8: We support the rights of workers to form or join trade unions which are free to meet without hindrance

* We recognise that there are some communities in the world where a mixed workforce is not practicable. However we expect our suppliers to justify their practices & to treat all employees equally.

Supplier Name.....

Signature of authorised signatory.....

Signatory name (Please print).....

Position.....

Date.....