



Numerator Vendor Code of Conduct

Purpose

Numerator is committed to conducting business in a responsible and ethical way, and we believe our vendors should share this commitment. The Vendor Code of Conduct (COC) aims to outline the standards that Numerator requires and expects its vendors to follow when providing goods and services to Numerator.

Scope

For the purposes of the Vendor Code of Conduct, a vendor is any third party that provides a product or service to Numerator. A vendor's owners, officers, directors, employees, consultants, affiliates, contractors, and subcontractors are also expected to comply with the expectations set out in this Vendor Code of Conduct.

Legal Compliance

Vendors must comply with all applicable laws; legal regulations, directives, and guidelines; and all obligations in any contract a vendor may have with us.

Labor and Human Rights

Vendors must uphold fair labor standards, including but not limited to minimum wage, overtime compensation, and anti-discrimination practices. Forced labor, child labor, and any form of human trafficking are strictly prohibited. Vendors will not permit harassment, abuse, corporal punishment, or inhumane treatment. Vendors will not discriminate in screening, hiring, or employment practices based on race, color, age, sex, gender, gender identity, sexual orientation, marital status, ethnicity, national origin, caste, disability, medication condition, pregnancy, religion, body art or covered veteran status.

Vendors should promote a workplace that is free from discrimination against its personnel, clients, or subcontractors on the basis of gender identity, sexual orientation, or any protected classes covered under international human rights standards.

Health and Safety

Vendors must provide a safe and healthy working environment and comply with all relevant safety regulations and standards.

Business Ethics

Vendors must conduct business with integrity and transparency and must not engage in corrupt or unethical practices.



Vendors will avoid conflicts of interest in their work with us and will immediately disclose any known or close personal relationships with Numerator employees who have influence over vendor engagements with us.

Vendors will not offer or accept any form of bribery, extortion, or embezzlement. Vendors will not make illegal payments directly or indirectly.

Data Protection

Vendors must maintain the confidentiality, integrity, and security of all data and information provided by Numerator.

Vendors will protect the privacy of personal information of everyone they do business with, including vendors, customers, consumers, and employees.

Intellectual Property

Vendors will respect intellectual property rights and will conduct technology and business in a manner protecting intellectual property rights.

Information Disclosure and Assessment

Vendors will accurately disclose information regarding their labor, health and safety, business activities, structure, financial situation, and performance in accordance with prevailing industry practices.

Vendors will cooperate with requests for certifications and documentation for Numerator to complete a vendor assessment.

Cooperation

Vendors will cooperate with any information requests or audits we may initiate to confirm their fulfillment of these responsibilities.

Acknowledgment

Third parties acknowledge their commitment to this Vendor Code of Conduct by agreeing to work with Numerator. We may terminate our relationship with any vendor that fails to meet these responsibilities.