

Vendor Code of Conduct Policy

TPG Inc. (together with its affiliates, “TPG”, the “Firm”, or “we”) expects that its Vendors will share and embrace the letter and spirit of our commitment to fair labor standards, equal employment opportunities and non-discrimination. By “Vendor” we mean any company or individual that provides a product or service to TPG. We understand that Vendors are independent entities, but the business practices and actions of a Vendor may significantly impact and/or reflect upon us, our reputation and our brand, which is one of our most important assets. Because of this, TPG expects all Vendors and their employees, agents and subcontractors to follow practices that are aligned with this Vendor Code of Conduct Policy while they are conducting business with and/or on behalf of TPG. TPG is committed to promoting a culture of ethical, non-discriminatory conduct and compliance with applicable laws, regulations, and policies, and expects all Vendors to follow this commitment in all aspects of their work with us and on our behalf. We thank you for your compliance with this important policy and look forward to a mutually beneficial relationship with all of our Vendors rooted in our shared commitment to ethical, non-discriminatory behavior.

Labor and Human Rights

TPG requires vendors to comply with all applicable laws regarding labor standards and expects vendors to respect internationally recognized human rights. Vendors shall prohibit the use of forced labor, unlawful work by minors, and any form of human trafficking or modern slavery within their operations and supply chains. Vendors shall pay fair and equitable wages that meet or exceed minimum wage requirements, and maintain reasonable working hours consistent with applicable legal standards.

Anti-Discrimination

Vendors are required to comply with all applicable laws regarding discrimination in hiring and employment practices. Vendors are expected to provide equal employment opportunities to all employees and applicants without regard to race, religion, color, sex, gender identity and expression, sexual orientation, pregnancy, national origin, ancestry, citizenship status, uniform service member and veteran status, marital status, age, disability, or any other category protected by applicable Federal, State, and local laws. This policy applies to all terms and conditions of employment, including, but not limited to, recruiting, hiring, placement, discipline, promotions, termination, layoff, transfer, leaves of absence, benefits, compensation, and training.

Anti-Harassment

Vendors are expected to maintain a workplace free of discrimination, harassment, violence, abuse (physical or verbal) and victimization, and to not tolerate any other form of inappropriate behavior against an employee, volunteer, or participant of the Vendor on the basis of race, religion, color, sex, gender identity and expression, sexual orientation, pregnancy, national origin, ancestry, citizenship status, uniform service member and veteran status, marital status, age, disability, or any other category protected by applicable Federal, State, and local laws.

Reporting and Non-Retaliation

Vendors should provide an adequate mechanism for their employees to report concerns regarding labor practices, discrimination and harassment without fear of retaliation. Vendors should also appropriately investigate reports and take corrective action, if needed, as well as prohibit retaliation.

Compliance

It is your responsibility as Vendor to ensure that you and your employees, agents and subcontractors working on TPG-related business meet the requirements of this Code. TPG reserves the right to terminate its business relationship with any Vendor that does not adhere to this Code or the terms and conditions of any underlying agreement with TPG, or that does not otherwise meet our expectations.