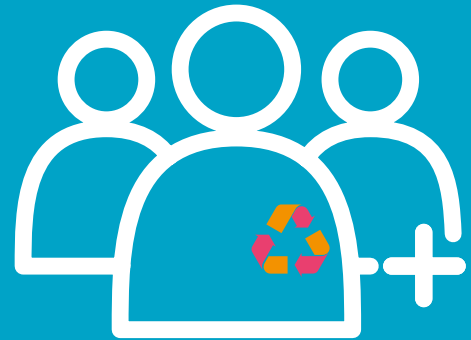


Statement of Supplier Expectations

May 2023



As a firm, we recognise that we have an impact that goes beyond our core activities. We want that impact to be a positive one, whether it is our impact on the environment or shaping the next generation of our workforce.

This Statement of Supplier Expectations sets out what we expect from our suppliers. LCP may at its discretion decide not to work, or to stop working, with suppliers who don't meet these expectations. We rely on the information that suppliers provide to us about their practices in the areas outlined below and require suppliers to notify us promptly if their practices change so that they no longer meet these expectations.

Corporate responsibility

As a firm, we pride ourselves on doing the right thing and recognising our responsibilities to those around us – our people, our clients, our suppliers and our local communities. We expect suppliers we work with to:

- Commit to responsible business practices by publishing and following a corporate responsibility policy.
- Work with their own suppliers to encourage high social, environmental and governance standards throughout the supply chain.

Our people

We look after the people who work for us and encourage a healthy work-life balance. We expect suppliers we work with to:

- Pay a fair wage to all employees and contractors.
- Promote diversity and inclusion in the workplace.
- Provide a safe and healthy working environment for employees and contractors.
- Respect workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

The environment

We monitor our energy and resource use, and constantly look for ways to reduce them. We expect suppliers we work with to:

- Commit to reducing the environmental impact of their operations, including by reducing the greenhouse gas emissions and waste they generate.
- Take steps to reduce the transport and packaging associated with supplying products and services to us.
- Seek to reduce the environmental impact associated with the use and disposal of goods they supply to us.

Governance and legal compliance

We regard compliance with relevant legislation as the minimum acceptable standard for doing business. We expect suppliers we work with to:

- Comply with all applicable laws and regulations.
- Do not commit, or become involved in, bribery or corruption of any form, including facilitation payments.
- Commit to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of their business.
- Maintain policies and practices to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of retaliation.

Data protection and information security

We take great care to look after the personal data and sensitive business information that our clients entrust to us. We expect suppliers we work with to:

- Comply with all relevant data protection laws and regulations.
- Have appropriate system, network and physical security measures in place to ensure the security of their IT systems and client information.
- Respect the privacy of employees and customers.

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At LCP, our experts help to power possibility by navigating you through complexity to make decisions that matter to your business and to our wider society. We are powered by our desire to solve important problems to create a brighter future. We have market leading capabilities across pensions and financial services, energy, health and analytics.

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