



The University of California (“UC”) is a public, land-grant institution created to serve the communities of the State of California, the nation and the world through excellence in education, research and public service.

This Supplier Code of Conduct (“Code”) reflects UC's ongoing efforts to increase access and inclusion and to create a community that nurtures lifelong learning and growth for all of its members. UC expects every member of the UC community including all our Suppliers to join us in our collective pursuit of these principles, such as:

UC recognizes and celebrates the identities, values and beliefs of our community.

UC affirms every person's inherent dignity and value while cultivating a climate rooted in mutual respect and compassion.

UC upholds the right to freedom of expression and encourages a culture of dialogue, understanding, and civility in all interactions.

This Code provides the minimum standards expected of Suppliers to UC. It is the expectation of UC that its Suppliers, at a minimum, have established clear goals toward meeting the standards set forth herein:

Environmental impact: i) implement waste reduction strategies and promote recycling and the use of reusable materials in all operations; ii) Invest in cleaner technologies and practices to minimize air pollutants; iii) support conservation initiatives and responsible sourcing practices; iv) ensure responsible wastewater management and treatment processes; and v) adopt energy-efficient technologies and practices to lower energy consumption.

Treatment of workers: treat all persons fairly, ethically, honestly, and with integrity free from discrimination

Governance and ethical business practices: conduct business activities ethically, honestly, and with integrity avoiding actual conflicts of interest and the appearance of such conflicts.

Financial reporting: ensure that invoices and accounting and financial records are accurate, clear, and complete.

Advancement of sustainability in the supply chain: promote ethical and responsible sourcing, environmental stewardship, and fair labor practices across the supply chain.

Ethical Conduct: be good civic members, follow all applicable, federal, state and local laws and regulations, and, as applicable, assist UC's research with integrity and intellectual honesty, and show the greatest care for human or animal subjects.