

## Zions Bancorporation Supplier Code of Conduct

As described in [Zions Bancorporation's Guiding Principles](#), our goal is to create value for our customers, employees, shareholders and the communities we serve. "We want to be proud of the customers we're associated with, and we want them to be proud to be associated with us." We feel the same way about our third-party suppliers. It is imperative that our suppliers align with our core values and work together with us as partners to make a positive, long standing impact on our local community and environment. The provisions of the Supplier Code of Conduct below supplement the provisions of any legal agreement or contract between a supplier and Zions Bancorporation or any of its affiliates and we expect the standards to apply to any subcontractors as well. To report a complaint or concern around unethical behavior, file an anonymous concern with the [EthicsPoint hotline](#).

- I. Ethical Business Practices  
All suppliers must adhere to the same standards as our employees as outlined in the Zions Code of Business Conduct & Ethics. These include: complying with laws and regulations; avoiding or ethically handling conflicts of interest or the appearance of conflicts, which could destroy the trust vested in us by our shareholders and customers; not tolerating any form of bribery; maintaining confidentiality and privacy in order to protect our clients and customers; and providing a safe, positive working environment honoring fairness and diversity.
- II. Human Trafficking  
No supplier shall allow or engage in any form of human trafficking, or exploitation of men, women and children.
- III. Labor  
No supplier shall employ persons under the age of 15 or the applicable minimum legal age for employment. They must comply with all local and international child labor laws and standards. No forced labor, including bonded, indentured, and involuntary prison or slave labor shall be used by our suppliers.
- IV. Freedom of Association/ Collective Bargaining  
All suppliers shall respect workers' freedom of association and collective bargaining rights that follow local and national laws and regulations.
- V. Diversity, Equity and Inclusion  
All suppliers shall not discriminate in any way on the basis of race, color, sex, gender, national origin, gender identify/expression, sexual orientation, age, religion, marital/family status or disability in the supplier's hiring, wages, promotion or termination, and should work to promote equal opportunities.
- VI. Health and Safety  
All suppliers shall provide a safe working environment that abides by all local and national health and safety laws. Suppliers must incorporate health and safety management policies and practices into the business.
- VII. Fair Wages/ Compensation  
All suppliers must maintain compliance with all applicable wages, work hours, holidays, vacation, and benefits labor laws.
- VIII. Working Conditions  
All suppliers must ensure a safe work environment that is compliant with all applicable laws and regulations related to workplace conditions, and absent of discrimination of any kind, physical or verbal harassment.