



Wells Fargo Supplier Code of Conduct

To effectively run our business, Wells Fargo engages numerous entities to provide various goods and services. “*Supplier*” is the general term utilized within this Code to reflect these relationships, however all concepts and expectations within this Code are applicable across our global third-party relationships including *Vendors, Vendor Affiliates, Vendor Personnel, Dependent Providers, Subcontractors, and Agents*.

We firmly believe our suppliers and their actions are an extension of our own actions and reputation. We expect our suppliers to demonstrate strong values and ethical practices. We expect our suppliers to operate in a way that is consistent with our [Code of Conduct \(PDF\)](#), our [Treating Consumers Fairly Principles \(PDF\)](#), and all applicable laws and regulations, contract terms, and this Supplier Code of Conduct. It is the responsibility of each supplier to ensure its employees and representatives maintain a thorough understanding of our expectations as set forth in this and other relevant documents. This Supplier Code of Conduct is subject to periodic updates and revisions reflecting Wells Fargo’s culture of continuous improvement.

I. Ethical Business Practices

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This Supplier Code of Conduct does not constitute a contract, and nothing contained herein is intended to create or convey any rights, actions, or remedies to any person or entity.

At Wells Fargo, we earn the trust of our customers, communities, and shareholders by maintaining the highest ethical standards while often going beyond the law and above industry standards. Similarly, we expect our suppliers to pursue the highest standards of integrity in their business dealings. This includes refraining from any and all forms of illegal or improper activity, including corruption, misrepresentation, extortion, embezzlement, bribery, discrimination, or other unethical practices. We also expect our suppliers to engage in ethical employment practices, including the treatment of their employees, sub-contractors and suppliers.

Wells Fargo expects its suppliers to implement compensation programs that are transparent and fair, including appropriate disclosure to employees, equal pay for equal work, and proper oversight of management. We also expect our suppliers to ensure they do not discriminate in their hiring and retention policies and practices.

Wells Fargo encourages its suppliers to disclose any potential conflicts of interest prior to and throughout their relationship with Wells Fargo, and we expect fair competition among our potential suppliers, contractors, and other vendors.

We take our customers' [privacy and confidentiality](#) concerns seriously, and we expect the same from our suppliers. All confidential and protected information, including and especially any Wells Fargo customer data, is to be protected by the supplier in accordance with applicable laws, prevailing industry practices, and contract terms.

II. Respecting Human Rights

Wells Fargo strives to engage with suppliers whose values and business principles reflect their respect for the human rights of the people with whom, and the communities in which, they do business. While we recognize each supplier has varying policies and approaches to human rights, we expect our suppliers to adhere to the standards and values expressed in Wells Fargo's human rights statement.

Wells Fargo expects its suppliers to comply with all applicable laws relating to human rights, including those intended to identify, mitigate, and monitor activities with risk of modern slavery, human trafficking, and forced or exploitive prison labor. Additionally, our annual UK Modern Slavery Act (UKMSA) disclosure outlines our approach to addressing the issue of modern slavery in our business operations and supply chain.

III. Community Investment

When it comes to investing in our communities, Wells Fargo understands one size doesn't fit all. Every city, neighborhood, and resident is faced with unique challenges, needs, and stories. We invest our talent, expertise, and financial resources to help communities succeed – by listening, learning, and partnering with key stakeholders to identify local solutions for local needs. We also support suppliers who share these same values and act as [responsible corporate citizens](#) in their own communities. All suppliers are encouraged to engage with their communities to help foster economic development and contribute to the social and environmental sustainability of the communities in which they operate.

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