

## **Introduction from the Chief Procurement Officer:**

At Fulton Bank, we are committed to building strong and mutually beneficial relationships with our suppliers, while also doing what is right and supporting our communities. This commitment stems from the very top, with our Board of Directors, CEO Curt Myers, and Enterprise Leadership Team. As the Chief Procurement Officer, I am pleased to be able to share our values with suppliers to forge strong relationships that help us drive our purpose of **changing lives for the better.**

We recognize the vital role that our suppliers play in our success, and we value their contributions to our business. We are committed to upholding the highest ethical standards in all aspects of our operations, including our relationships with suppliers.

This Supplier Code of Conduct reflects our commitment to corporate social responsibility and emphasizes principles of integrity, transparency, effective governance, diversity, environmental sustainability, and social responsibility. We expect our suppliers to share in these values and adhere to the principles outlined in this policy.

By adhering to this Supplier Code of Conduct, our suppliers play a vital role in upholding the values and commitments of Fulton Bank to ethical conduct, responsible business practices, supplier diversity, and our local communities.

I encourage all suppliers to read and understand this Supplier Code of Conduct, and to actively embrace these principles in their business practices. Together, we can build a strong and mutually beneficial partnership based on trust, respect, and shared values.

# Fulton Bank Supplier Code of Conduct

**Compliance with Laws and Regulations:** Suppliers must comply with all banking applicable laws, regulations, and industry standards in their operations, products, and services, including but not limited to laws related to labor, environment, data privacy and anti-corruption.

**Business Ethics and Integrity:** Suppliers must conduct their business with integrity, honesty, and transparency. This includes providing accurate and truthful information, avoiding conflicts of interest, and maintaining high ethical standards in their interactions with our bank and other stakeholders.

**Anti-Bribery and Corruption:** Suppliers must not engage in any form of bribery, kickbacks, or other corrupt practices, whether directly or indirectly, and must comply with all anti-corruption laws and regulations.

**Commitment to the Local Community:** Fulton Bank is committed to supporting our local communities and changing lives for the better. We expect our suppliers to share in this commitment. Suppliers are encouraged to support the communities in which they operate through responsible business practices, community engagement, social responsibility initiatives, and promoting diversity, equity, and inclusion in their own supply chain.

**Supplier Diversity:** Fulton Bank is committed to promoting supplier diversity as a part of our procurement process. Suppliers are encouraged to actively seek and engage with diverse suppliers and to provide equal opportunities for all qualified sub-suppliers to compete for our business.

**Responsible Business Practices:** Fulton Bank is committed to treating our clients and customers fairly and with respect. This means ensuring that existing and prospective clients and customers have access to our products and services; our communication and marketing materials are clear, accurate, compliant with applicable requirements, and support informed decision-making; we do not offer products and services in a manner that is unfair, deceptive or abusive; and our business practices are based on client and customer needs and wants rather than efforts to promote or maintain enrollment in products or services in order to meet compensation, sales or similar goals. Suppliers and their providers are encouraged to listen and respond to customer feedback, monitor their marketing, sales and/or servicing efforts to live up to this principle, and continuously improve their practices and enhance customer service.

**Labor and Human Rights: Suppliers** must do right by their team members and comply with all applicable labor laws and respect human rights. This includes prohibiting forced labor, child labor, discrimination, and ensuring fair and safe working conditions for your employees.

**Environmental Sustainability:** Suppliers should demonstrate responsible environmental practices through supporting sustainable business practices and minimizing their environmental impact, including waste reduction, energy conservation, and responsible resource management.

**Data Privacy and Security:** Suppliers must protect the confidentiality, integrity and availability of any data or information shared by Fulton Bank, its customers, or other stakeholders. This includes complying with all applicable data privacy and security laws and regulations.

**Continuous Improvement:** Suppliers are encouraged to continually improve their ethical practices by implementing robust ethics policies, conducting regular training programs, establishing effective compliance mechanisms, actively seeking feedback from stakeholders for improvement, and demonstrating a proactive approach towards addressing ethical challenges and enhancing ethical performance.

**Reporting and Compliance:** Suppliers must promptly report any suspected or actual violations of this supplier code of conduct, or any applicable laws or regulations, and cooperate fully with any investigations conducted by Fulton Bank. Suppliers must also maintain accurate records and documentation related to their business practices, as required by applicable laws and regulations.

**Consequences of Non-Compliance:** Non-compliance with this Supplier Code of Conduct may result in termination of the supplier relationship with Fulton Bank, and may also have legal, financial, and reputational consequences.