



## **Code of Conduct for Suppliers**

Information Services Group, Inc.

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## Revision History

Version	Date	Revision Author	Summary of Changes
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1.1	12 January 2022	Hanne McBlain	Annual Review
1.2	08 February 2023	Hanne McBlain	Annual Review
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Information Services Group, Inc. and its affiliates' (collectively, the "Company") business have obligations to comply with applicable laws, to adhere to the Company's own policies and principles, to exercise good stewardship of assets and the environment, and to behave safely and ethically at all times.

In the Company's daily interactions with clients and suppliers, we strive to ensure our conduct is above reproach, which is a source of great pride and responsibility. As the Company's suppliers, you play a vital role in helping us deliver on this goal.

This Supplier Code of Conduct (the "Code"), which draws upon internationally recognized standards and ISG's Code of Ethics and Business Conduct, sets forth the Company's expectations of all suppliers, their subsidiaries and subcontractors. Strict adherence to this Code is a condition of continued work or affiliation with the Company.

## 1 Purpose of Code

This Code applies to suppliers of the Company for the purpose of promoting:

- honest and ethical conduct across the supply chain, including the elimination of any form of human exploitation within the business or supply chain;
- full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with, or submits to, the United States Securities and Exchange Commission (the "SEC"), government organizations and in other public communications made by the Company;
- compliance with applicable governmental laws, rules and regulations;
- corporate citizenship;
- fair dealing; and
- accountability for adherence to the Code.

## 2 Health and Safety Performance

We commit to the goal of having everyone going home safe and healthy every day. We work with suppliers who share this commitment by:

- Providing a safe and healthy working environment for employees and subcontractors including provision of appropriate personal protective equipment if required;
- Taking all practical and reasonable measures to eliminate workplace fatalities, injuries and disease; and

- Ensuring any worker housing, if provided, is safe, healthy and sanitary, while respecting workers' dignity and right to privacy.

### 3 Governance and Legal Compliance

We compete ethically and lawfully in all activities. We work with suppliers who commit to:

- Comply with all applicable laws and regulations;
- Ensure personal activities and interests, and those of employees and subcontractors, do not conflict with their responsibilities to the Company;
- Not commit, or become involved in, bribery or corruption of any form, including facilitation payments; and
- Maintain policies and practices to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of retaliation.

### 4 Labor and Human Rights

We support the United Nations' Universal Declaration of Human Rights. We work with suppliers who uphold fundamental human rights including:

- Ensuring all work is freely chosen; without the use of forced or compulsory labor;
- Ensuring all workers are of local legal age; and preventing the use of illegal child labor;
- Ensuring fair remuneration and work conditions for all workers;
- Promoting humane treatment and preventing harassment and unfair discrimination;
- Respecting workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively; and
- Respecting the privacy of employees and customers and complying with all laws in the collection, use and protection of personal information.

### 5 Environmental Performance

We are committed to protecting the environmental values of the regions where we operate and maintaining good product stewardship for the long term. We work with suppliers who share our commitment demonstrated by:

- Promoting a culture that values the environment and acts to protect the environment in which they operate;
- Continuously improving environmental and resource management – reduce, reuse and recycle;

- Measuring, managing, and reporting environmental data in accordance with applicable laws and regulations; and
- Ensuring products manufactured or contracted to manufacture do not contain conflict minerals.

## 6 Emergency Preparedness and Business Resilience

We work with suppliers who have adequate emergency preparedness and response plans for safeguarding their employees, operations, and security of supply in times of natural events, major catastrophe, pandemic disease, and unforeseen events.

## 7 Information and Reporting

We build trust by communicating openly and honestly. We work with suppliers who provide information that is timely, accurate and relevant including:

- Maintaining accurate financial books and business records, including invoicing, in accordance with all applicable legal and regulatory requirements and accepted accounting practices;
- Reporting on economic, social and environmental performance to meet regulatory and contractual requirements; and
- Ensuring the intellectual property rights of other parties (patents, trademarks, copyright, and confidential information) are respected.

## 8 Management Commitment

Suppliers who work with the Company share our commitment to the principles outlined in this Code by adopting and promoting them and encouraging their subcontractors to do the same. We are committed to a culture of transparency and strongly encourage employees, contractors, suppliers and other stakeholders to bring their issues and concerns to light.

As a supplier to the Company, you have access to a confidential, independent and safe way to report concerns or misconduct directly to us, which forms an extension of the Company's Whistleblower policy. It offers an avenue for reporting concerns about the business or an individual's behavior, including suspicion of violations of the Company's policies and procedures, or more broadly, human rights, safety, environmental, financial reporting, fraud or business integrity issues. If there is any doubt whether a course of action is lawful, suppliers should consult with their Company contact and/or a legal representative.

The General Counsel is authorized to receive and investigate reports. In this capacity, the General Counsel provides counsel to, and acts under the authority of, the Audit Committee. Reports may be made by email (sent to [whistleblower@isg-one.com](mailto:whistleblower@isg-one.com)), or by phone or in writing to the attention of

the General Counsel, Information Services Group, Inc., 2187 Atlantic Street, Stamford, CT 06902. Alternatively, we encourage suppliers who become aware of any circumstance or action that may not comply with this Code or the Company's values to discuss these concerns with their Company contact, who in turn is obligated to immediately forward the report to the General Counsel.

Consistent with the policies of the Company, the Audit Committee, the General Counsel and the Company's management will not retaliate or attempt to retaliate, and will not tolerate any retaliation or attempted retaliation by any other person or group, directly or indirectly, against anyone who, in good faith, makes a report or provides assistance to the Audit Committee, the General Counsel or the Company's management or any other person or group, including any governmental, regulatory or law enforcement body, investigating or otherwise helping to resolve a report.

All information and reports received from suppliers will be treated confidentially or anonymously, as applicable, to the extent reasonable and practicable under the circumstances.

## 9 Acceptance of Code of Conduct

Acceptance of ISG Code of Conduct terms by Supplier

Signature

Name (Printed)

Company Name

Date