

BLACKROCK®

BlackRock Supplier Code of Conduct & Ethics

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BlackRock, Inc. and its affiliates (“BlackRock”) pride ourselves on our reputation for conducting business activities in the highest ethical and professional manner. As such, BlackRock expects all companies and individuals which supply goods, materials or services (“Suppliers”) to adhere to these same standards and principles. This BlackRock Supplier Code of Conduct & Ethics (‘Code’) outlines the minimum expectations and standards of all BlackRock Suppliers in relation to human rights, inclusion and diversity, environmental sustainability, integrity and ethics in management practices.

BlackRock requires all of our Suppliers (and their subcontractors) to fully comply with all laws and regulatory requirements applicable to such Supplier’s business activities. Understanding that the standards set forth in this Code may differ from local laws, regulations and customs, this Code should be read as applying globally.

Human Rights

As an employer, BlackRock holds itself to high standards and expects the same of our Suppliers. To that end, BlackRock expects our Suppliers to:

- Working Conditions - Be committed to providing a safe and secure workplace for their employees that fully complies with all health and safety laws, regulations and practices. In addition, Suppliers shall ensure that all employees are provided with appropriate health & safety training, such as safe work practices and emergency preparedness.
- Wages, Working Hours & Benefits - Fully comply with all applicable laws and regulations with their employees when setting conditions on working hours, benefits and wages (such as minimum legal wages).
- Child Labor - Fully comply with all applicable child labor laws and only employ workers who meet the minimum legal age for that jurisdiction.
- Forced Labor - Not to use any involuntary labor, such as slave, forced, bonded, indentured or prison labor and also not be involved in any human trafficking or exploitation.
- Human Rights in the Workplace - Manage their employees in a fair and ethical manner and that all employees are treated with dignity and respect. BlackRock expects our Suppliers to operate in an environment that is free from unlawful discrimination and harassment in whatever form.

Inclusion & Diversity

Inclusion & Diversity at BlackRock are key to BlackRock’s success. By fully leveraging our diverse experiences, backgrounds and insights, we can inspire innovation, challenge the status quo and create better outcomes for our people and our clients.

BlackRock is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind both internally within our firm and from our Suppliers. BlackRock expects our Suppliers to comply with all applicable local ordinances and laws by affording equal opportunity to all qualified applicants and existing employees without regard to race, religion, color, national origin, sex (including pregnancy and gender identity), sexual orientation, age, ancestry, physical or mental disability, marital status, political affiliation, citizenship status, genetic information, or protected veteran status or any other basis that would be in violation of any such ordinance or law.

BlackRock is committed to developing a diverse slate of Suppliers that reflects all the markets, clients and communities we serve and we expect our own Suppliers to operate in a similar manner.

Environmental Sustainability

BlackRock is deliberate in our commitment to using our resources responsibly to support the long-term sustainability of our firm and of the global environment in which we and our clients live and operate.

BlackRock expects that our Suppliers share this commitment to environmental sustainability and will comply with all laws and regulations in relation to the protection of the environment applicable to such Suppliers. BlackRock expects Suppliers to take active steps to continuously reduce such Suppliers carbon footprint and help sustain the environment.

Integrity & Ethics

BlackRock holds itself to the highest ethical standards and seeks to always act with integrity.

BlackRock expects our Suppliers to act and conduct themselves in the highest ethical manner in all business dealings and interactions. BlackRock expects all Suppliers to:

- Disclose to BlackRock any potential conflicts of interest in relation to any bid or proposal;
- Ensure that all laws and regulations are fully complied with in relation to bribery, corruption and any other prohibited or improper business practices; and
- Immediately inform BlackRock in writing of any actual or suspected breach of anything contained within this Code.