
Wells Fargo Supplier Code of Conduct

At Wells Fargo, we are committed to running our business in a manner that benefits our communities, the economy, and our environment. Our vision is to satisfy all our customers' financial needs and help them succeed financially.

In order to effectively run our business, Wells Fargo engages numerous suppliers, companies that have direct contractual relationships with Wells Fargo, to provide various products and services. These mutually beneficial relationships enhance the value of the products and services we are able to offer our customers, and create stronger communities through diversity and inclusion, economic empowerment, and environmental sustainability.

We firmly believe our suppliers and their actions are an extension of our own actions and reputation, and expect our suppliers to demonstrate strong values and ethical practices. Many concepts in this document reference, emphasize, and reinforce additional expectations placed on our suppliers through third party programs related to risk, information security, and corporate responsibility.

It is important to Wells Fargo that our suppliers operate in a way that is consistent with our [Code of Ethics and Business Conduct](#), 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 document.

This Supplier Code of Conduct is subject to periodic updates and revisions reflecting Wells Fargo's culture of continuous improvement. Updates not only mirror the evolving needs of our diverse and rapidly evolving corporate responsibilities and goals, but support the ongoing alignment of the Supplier Code of Conduct to internal operations, supporting programs, and our supplier base.

I. Ethical Business Practices

At Wells Fargo, we earn the trust of our customers, communities, and shareholders by maintaining the highest ethical standards, and we often go beyond the law and above industry standards in many situations. We constantly monitor and refine our business and risk management practices, and [ensure we perform ethically and with integrity](#).

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, or unethical practices in the extraction of, trade in or [utilization of conflict minerals](#). We also expect our suppliers to engage in ethical employment

practices, including the ethical treatment of their employees, sub-contractors and suppliers.

II. Human Rights

While we recognize that our suppliers' policies and approaches to managing human rights risks may vary, we strive to ensure respect for human rights throughout our operations, as expressed in Wells Fargo's [human rights statement](#), and we expect our suppliers to do the same. Wells Fargo requires its suppliers to comply with all applicable laws relating to human rights, including those intended to eliminate modern slavery and human trafficking. Wells Fargo encourages its suppliers to provide a [living wage](#) to its employees and throughout its supply chain. Compensation and benefits should aim to provide an adequate standard of living

Transparency and disclosure are important to Wells Fargo. We expect our suppliers to disclose any potential conflicts of interest prior to initiating 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.

III. Environmental, Social and Governance (ESG) Stewardship

At Wells Fargo, we are working to embed environmental sustainability throughout our products, services, operations, and culture to drive efficiencies and responsible resource use while creating comfortable, safe, and healthy workplaces for our stakeholders. We encourage our suppliers to join us in implementing systems designed to minimize negative impacts on the environment. This includes the development of processes to reduce greenhouse gas emissions, increase energy efficiency, reduce water consumption, and increase waste diversion from landfills. Wells Fargo values business relationships with suppliers who have developed and implemented internal programs fostering a culture of sustainability and increasing environmental stewardship in the local and global community.

Understanding the perspectives of a wide range of stakeholders is critical to identifying and managing our ESG priorities. We have the responsibility to engage with customers, employees, community members, suppliers, shareholders, regulators, media, analysts, and others. Engagement occurs through various channels, including face-to-face, telephone, email, social media, surveys, etc. Feedback is monitored and shared with relevant groups across the organization.

We encourage our suppliers to track and publicly report relevant data across their own operations, products, and service offerings. In particular, we encourage our suppliers to set and publicly report greenhouse gas and/or renewable energy targets amongst their other carbon accounting, sustainability, human rights, and climate programs.

Wells Fargo's ESG targets and commitments can be found by visiting [Goals and Reporting](#).

IV. Community Investment

When it comes to [investing in our communities](#), Wells Fargo understands one size doesn't fit all. Every city, every neighborhood, and every resident has unique challenges, needs, and stories. We invest our talent, expertise, and financial resources to help communities succeed – listening, learning and partnering with key stakeholders to create 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.

We also expect our suppliers to join us in our [commitment to diversity](#), and to ensure they do not discriminate in their hiring and retention policies and practices. Wells Fargo will continue to strive towards increasing our controllable spending with certified diverse-owned businesses', and we expect our suppliers to work to provide business opportunities to competitive diverse suppliers as well.

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.