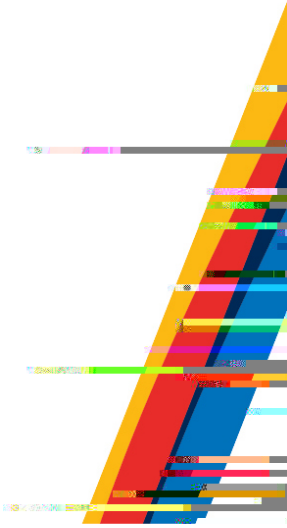
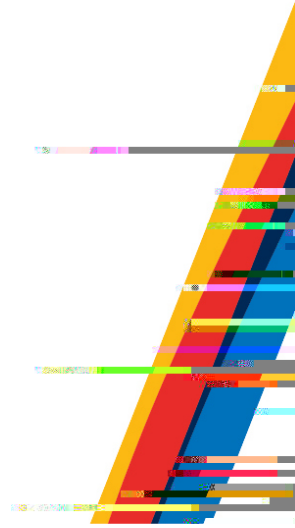


Definitions

For the purposes of this Code of Conduct:



4. Disciplinary Practices
Suppliers will:
a.

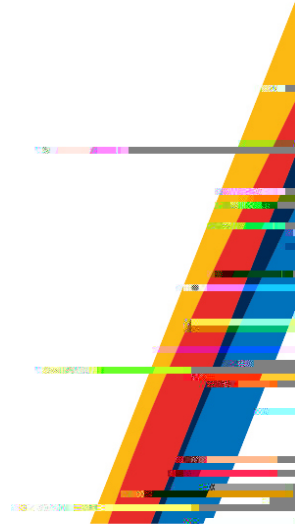


9. Health and Safety

Suppliers will:

- a. provide a safe and healthy working environment that meets applicable workplace safety standards, including ILO standards ratified in the country of manufacture;
- b. provide employees with health and safety training appropriate for their industry; and
- c. ensure that any living facilities provided for personnel are safe, clean, and meet the basic needs of personnel.

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14. Gifts and Hospitality

Suppliers will:

- a. not attempt to secure preferential treatment by UVic by offering gifts, entertainment, or benefits to UVic faculty or staff. Reasonable gifts, entertainment, or benefits common to business relationships are acceptable.

15. Representation

Suppliers will:

- a. not speak on behalf of UVic or as UVic's representatives unless specifically contracted to do so.

Accountability

UVic may require that Suppliers provide details on factory and production facility locations of Suppliers and Subcontractors, and may make this information publically available.

UVic reserves the right to:

1. investigate any Supplier who, to UVic's knowledge or belief, based on information deemed reliable by UVic, has breached any of the terms of this Supplier Code of Conduct. The Supplier will cooperate fully with such an investigation;
2. request proof of compliance with this SCoC;
3. use independent third parties to verify compliance where appropriate; and
4. terminate a contract with any Supplier found by UVic to be non-compliant with this Code of Conduct.

Suppliers must notify UVic immediately if they have:

1. been in breach of any provisions enclosed in this Code of Conduct; or
2. been in breach of any applicable laws or regulations.

**Prepared by: University of Victoria, Purchasing Services
November 6, 2019**

