

# Supplier Code of Conduct

## *Statement of Guiding Principles*

Regions' corporate culture is founded on the idea that creating shared value for our customers, shareholders, associates, and communities is the right way to operate our business. Integrity, trust, and respect are fundamental to how we operate. We see our suppliers and vendors of goods and services (suppliers) as an extension of Regions. This is why we encourage our suppliers to display the same commitment to ethics and integrity.

This Supplier Code of Conduct is aspirational in nature and provides guidance to our suppliers on how we drive excellence throughout our own institution, with the goal of positively influencing suppliers' institutions as well. We do that by encouraging our suppliers to develop and adopt their own statements of best practices that uphold human rights in the workplace, drive ethical business practices, represent responsible environmental stewardship, and support their surrounding communities. At a minimum, Regions expects our suppliers and their affiliates to comply with all applicable laws and regulations; however, we further encourage them to implement practices that adhere to the spirit of Regions' corporate values and mission.

### **HUMAN RIGHTS IN THE WORKPLACE**

Regions desires to work with suppliers whose values match our own – those that promote diversity, equity, and inclusion; treat employees with respect and dignity; invest in the lives of employees; provide a safe working environment that is also free from discrimination and harassment; and adhere to fundamental human rights standards. Regions encourages suppliers to enable employees at all levels to devote their attention and efforts to the job by paying economically viable wages and conducting business operations free from human rights abuses, harassment, and discrimination. As such, we expect our suppliers to comply with applicable anti-discrimination laws and laws prohibiting harassment and retaliation. Suppliers should also meet local legal requirements pertaining to wages, occupational health and safety laws, and regulations in the geographic regions where they operate and conduct business.

### **ETHICAL BUSINESS PRACTICES**

Regions strives to conduct business according to the highest ethical and moral standards, as set forth in our Code of Business Conduct and Ethics. Suppliers should similarly aspire to the highest standards of integrity and refrain from illegal or improper activities, including corruption, fraud, misrepresentation, extortion, bribery, and any other activity that may create the appearance of impropriety. Suppliers should support actual or suspected illegal or unethical conduct by a Regions associate or by another Regions supplier or affiliate to [vendorcomplaints@regions.com](mailto:vendorcomplaints@regions.com).

### **ENVIRONMENTAL STEWARDSHIP**

Regions is committed to mitigating environmental risk by operating our business responsibly and efficiently, and we encourage our suppliers to identify similar risk mitigants in their own operations. Regions expects suppliers to operate in compliance with all applicable environmental laws and regulations, including those prohibiting or restricting the handling, storage, movement, and disposal. We also encourage our suppliers to explore potential sustainability-related opportunities that support their needs and goals, or those of their own stakeholders.

### **COMMUNITY INVESTMENTS**

Regions is committed to helping strengthen the communities where we live and work by providing resources that drive economic prosperity. As a signal of this commitment, Regions is constantly working to increase our spending with small and diverse-owned businesses, and we encourage our suppliers to do the same.

No code can address every issue that one may encounter; therefore, if you have any questions about any of the information in this statement, please contact Regions at [supply.partners@regions.com](mailto:supply.partners@regions.com). The guidance in this Supplier Code of Conduct is in addition to and should not be construed as amending, replacing, or superseding the provisions of any applicable written agreement between the supplier and Regions or its affiliates.