

## Supplier Code of Conduct

Rightmove's ability to 'make home moving easier in the UK' relies on our ongoing ability to provide uninterrupted, value-additive services to our customers. The provision of such services is in part dependent on third-party suppliers.

To meet our objectives and purpose, as well as for obvious reasons of good business, it is important that we behave in a responsible, sustainable and inclusive manner, and this includes the way in which we source goods and services from our suppliers.

We expect our suppliers to be prepared to invest in their relationships with us and to establish trust with our staff and with other suppliers involved in our supply chain. You should speak up if you are concerned about any actions or decisions that contravene the standards set out in this Code.

### What You Need to Do

You are asked to:

- confirm your agreement to comply with this Code (and any future revisions) when you complete our Supplier Questionnaire and agree contract terms;
- explain the principles of this Code to your employees and any sub-contractors that support Rightmove or work on our projects;
- transact in a fair and honest manner with your stakeholders, including staff, sub-contractors and other third parties; and
- inform us if anything changes and you are unable to comply with the Code.

Rightmove operates a policy of transparency with suppliers and will work collaboratively with you to ensure adherence to this Code and to develop improvement programmes if required.

### Health & Safety

We expect our suppliers to operate in a safe manner, by providing a work environment which complies with all relevant legislation and regulations, respecting the health and wellbeing of staff and sub-contractors.

### Human Rights & Employment Law

We expect our suppliers to respect human rights, both of their own workforces and those in their supply chains. Suppliers must comply with all applicable human rights and employment laws in the jurisdictions in which they work, including the Modern Slavery Act, and have robust means of ensuring that the sub-contractors in their supply chains also comply.

### Responsible Behaviour

We expect our suppliers to manage their own suppliers in a responsible and sustainable manner by:

- identifying and mitigating supply chain risks;
- having reasonable payment policies; and
- considering the ethical and sustainable practices of the supply chain and proactively working with suppliers who represent a material risk.

## Environment

All businesses have a responsibility to proactively manage and reduce their environmental impacts. We expect our suppliers to understand these impacts and to abide by all legislation and regulations related to environmental protection.

## Financial Crime Prevention

Rightmove has zero tolerance for any form of illegal or corrupt practices, including bribery, tax evasion, fraud, money laundering or terrorist financing. Suppliers must ensure that policies are in place to prevent financial crime.

We expect suppliers to have robust processes to ensure that the sub-contractors in their supply chain also comply with the relevant legal requirements in this regard.

## Data Protection and Information Security

It is essential that suppliers safeguard the integrity and security of their systems and comply with our Data Protection and Information Security standards and guidance.

Suppliers must inform us without undue delay if they become aware of incidents that affect or have the potential to affect our data protection obligations.

## Conflicts of interest

We expect suppliers to identify and manage conflicts of interest appropriately.

## Management Systems

Suppliers with whom Rightmove has regular and recurring dealings should have good management and governance processes in place to ensure compliance with this Code. Furthermore, suppliers must make reasonable efforts to monitor their supply chain, ensuring their suppliers are aware of, and compliant with, the aims of this Code of Conduct.

Suppliers must ensure that their systems and procedures are sufficient to mitigate any potential negative impact on Rightmove's brand and reputation.

## Non-Compliance with our Code of Conduct

In any situation in which you are not yet compliant with the expectations of this Code, you must make us aware. We will work with you to develop an improvement plan. However, if the issue is serious enough or cannot be resolved in a reasonable time frame, we may undertake a review of the terms of your contract. This may include order reduction or, ultimately, in accordance with any applicable contractual right, termination.

We reserve the right to review your policies, procedures or any other documentation related to this Code. In some higher risk instances, we may undertake an on-site audit to validate your adherence to this Code. The provisions in this Code are in addition to and not in lieu of any legal agreement or contract.