



CODE OF CONDUCT FOR PARTNERS

PURPOSE

Mastercard Foundation (“Foundation”) is committed to conducting its affairs in a manner consistent with, and follows workplace and operational standards, that adhere to this Code of Conduct for Partners (“Code of Conduct”). “Partners” means persons and entities (and its agents and subcontractors) that are intermediaries through which the Foundation carries on its charitable activities and programs. The goal of this Code of Conduct is to ensure safe and healthy workplaces and operations for the people who work with the Foundation in delivering the charitable activities and programs of the Foundation. The Foundation will apply this Code of Conduct as one of the criteria used in its selection of Partners. Failure of a Partner to comply with this Code of Conduct is grounds for the Foundation to immediately terminate its relationship with the Partner.

APPLICATION OF OTHER POLICIES

Partners are also required to comply with provisions contained in the contractual agreement between the Foundation and the Partners. Partners may also be required to comply with such other policies of the Foundation that may be agreed to between the parties from time to time.

GENERAL POLICY

1. Legal and Ethical Requirements

Partners will comply with national and other applicable law of the country of manufacture of products and/or provision of services, including those laws relating to labor, health and safety, and the environment. Where the provisions of law and this Code of Conduct address the same issue, the provision that is most stringent will apply. Partners are expected to establish and maintain a management system or program that encourages continual improvement in these areas.

2. Child Labor

Partners must not directly or indirectly engage in or support the use of child labor. No person shall be employed at an age younger than 15 (or 14 where, consistent with International Labor Organization practices for developing countries, the law of the country of manufacture or provision of services allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply. Where children are found to be currently working in situations that constitute child labor, the Partner will provide remediation to the child workers as appropriate.

3. Forced Labor

Partners will not directly or indirectly use or be involved with any form of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

4. Harassment or Abuse

Partners will treat workers with respect and dignity and ensure staff, volunteers, and project participants are not subjected to any form of physical, sexual, psychological, or verbal harassment or abuse; as well as to ensure they are free to express their concerns about workplace and operational conditions without fear of retribution of losing their jobs or positions. Partners will not use or tolerate any form of corporal punishment.

5. Environment, Health and Safety

Partners will be committed to be environmentally responsible and be responsible stewards of our planet’s natural resources, and to providing a healthy and safe work environment for their staff, volunteers, and project participants. Partners will manage their operations to minimize impact to the environment and community.