



Frontiers Supplier Code of Conduct

Introduction

Suppliers are integral to Frontiers' commitment to advancing open-access scientific research and innovation. Frontiers expects its partners to adhere to stringent ethical standards, ensuring excellence in their services while maintaining integrity, transparency, and sustainability. By collaborating with responsible suppliers, Frontiers reinforces its mission to disseminate high-quality, accessible research worldwide.

This Supplier Code of Conduct outlines our core expectations for social, governance and environmental practices.

1 Social practices

1.1 Fair pay, working hours, and health and safety

Frontiers is dedicated to ensuring all employees are treated fairly and equitably.

Suppliers are expected to provide wages that meet local legal minimum standards, ensuring fair and timely compensation for all employees.

Suppliers are responsible for regulating working hours to prevent excessive overtime and promote a healthy work-life balance.

Suppliers are also expected to maintain a safe and healthy working environment, adhering to all applicable health and safety regulations and proactively addressing potential hazards.

1.2 Slavery and child labor

Frontiers has a zero-tolerance policy toward slavery and child labor.

Suppliers must ensure that no part of their operations includes forced labor, human trafficking, or exploitation of any kind. This includes verifying that all workers are of legal working age according to local laws and international standards.

Suppliers are responsible for maintaining transparent practices, conducting regular audits, and taking immediate remedial action if violations are identified.

1.3 Inclusion and equality

Frontiers is dedicated to fostering an inclusive and equitable workplace where respect, diversity, and non-discrimination are core values.

Suppliers are expected to ensure all employees are treated with dignity, regardless of race, gender, age, religion, nationality, sexual orientation, disability, or other characteristics. Discrimination, harassment, and any form of abusive behavior will not be tolerated.

Suppliers are expected to promote a culture of inclusivity, ensuring equal opportunities in all aspects of employment, from hiring and remuneration to promotion.

2 Governance practices

2.1 Corruption and anti-bribery

Frontiers is dedicated to maintaining the highest standards of ethical business practices, with a firm zero-tolerance policy toward corruption and bribery.

Suppliers must operate with integrity, ensuring that all business dealings are transparent and free from corrupt practices. Bribery, facilitation payments, and any form of unethical inducement are strictly prohibited.

Suppliers are expected to implement robust anti-corruption measures, which may include regular training, clear reporting mechanisms, and auditing processes.

2.2 Conflict of interest

Frontiers prioritizes transparency and integrity, ensuring that all business operations are free from conflicts of interest.

Suppliers are expected to avoid any situations where personal or financial interests could improperly influence business decisions.

Suppliers are expected to enforce policies that identify, manage, and mitigate conflicts of interest, ensuring that all actions are taken in the best interest of the business relationship.

2.3 Adherence to legal and regulatory standards

Frontiers is committed to upholding the rule of law and maintaining the highest compliance standards.

Suppliers must comply with all applicable local, national, and international laws and regulations in every aspect of their operations. This includes, but is not limited to, laws related to labor, health, safety, and the environment.

Suppliers are expected to stay informed about and adhere to all legislative requirements, ensuring their practices are legal and ethical.

3 Environmental practices

3.1 Sustainable resource management

Frontiers is dedicated to sustainable resource management and responsible business practices.

Suppliers are expected to use resources efficiently, reduce waste, conserve water and energy, and adopt sustainable sourcing practices to minimize their environmental footprint.

3.2 Environmental innovation and continuous improvement

Frontiers is dedicated to fostering environmental innovation and continuous improvement.

Suppliers are invited to adopt eco-friendly technologies, improve sustainability efforts, and are expected to stay compliant with all regulations.

3.3 Sustainable supply chains

Frontiers is committed to sustainable supply chains.

Suppliers are expected to ensure responsible sourcing, verify their partners' compliance with environmental standards, and promote transparency and environmental responsibility throughout the supply chain.

Conclusion

By adhering to these guidelines, suppliers play a crucial role in upholding Frontiers' commitment to social, governance and environmental practices.

Frontiers values open communication and collaboration with our suppliers. Suppliers are expected to communicate this Supplier Code of Conduct to all relevant parties in their organization.

This Supplier Code of Conduct comes into effect on 1 October 2024.