

# Supplier Ethics and Business Conduct Expectations and Acknowledgement

Issued By:	Radian Group Inc. Procurement and Vendor Management
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## Radian’s Supplier Expectations:

Radian Group Inc. and its affiliates (“Radian”) seek to do business with suppliers that uphold strong ethical standards and business practices, worker and human rights protections, and environmental conservation. This means that Radian expects each of its suppliers will:

- **Discrimination and Harassment:** Not discriminate based on any legally protected characteristic, including race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, military and veteran status, sexual orientation, pregnancy or a condition related to pregnancy including lactation, or any other factor protected by federal, state or local law. Further, Radian expects that suppliers not tolerate sexual harassment or any other form of discrimination, forced labor, slavery, human trafficking, child labor, or other types of harassment or unjust treatment of workers, as defined by federal and state law, and implement an appropriate antiharassment program which includes providing all antiharassment training as required by applicable federal, state and local law.
- **Wages and Working Hours:** Adhere to national and local statutes, codes, regulations and standards on maximum working hours, wages and benefits. Beyond meeting regulatory and other legal requirements, Radian encourages suppliers to pay economically viable wages and respect the terms of any collective bargaining or other agreements regarding hours, pay and other workplace conditions.
- **Health and Safety:** Maintain a culture that prioritizes employee health and safety. This includes providing a safe working environment that, at a minimum, meets applicable occupational health and safety laws and standards.
- **Human Rights:** Comply with all applicable labor and employment statutes, regulations and other laws, and ensure that operations are conducted in a manner that is free from human rights abuses, including, but not limited to, child labor, forced labor, human trafficking, corporal punishment, and otherwise provide acceptable working conditions.
- **Environmental Conservation:** At a minimum, operate in compliance with all applicable environmental laws. However, Radian seeks to do business with suppliers that commit to reducing their energy and water consumption, waste, greenhouse gas emissions, and limit other environmental impacts.

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Visit [www.radian.com/corporateresponsibility](https://www.radian.com/corporateresponsibility) to view Radian’s Environmental, Social and Governance (ESG) disclosures and policies

## Supplier Acknowledgement

[VENDOR NAME] acknowledges that it has read, understands and will abide by the foregoing Supplier Ethics and Business Conduct Expectations.

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_