



Ancestry Supplier Code of Conduct

The Ancestry Supplier Code of Conduct documents the principles, guidelines, and expectations for establishing and maintaining a business relationship with Ancestry.

The Supplier Code of Conduct applies to any employee, agent, or representative of a company, corporation or entity that provides goods or services for Ancestry.

Ancestry expects our suppliers to actively monitor and audit their day-to-day processes and their contractors and subcontractors to ensure alignment with this Supplier Code of Conduct. Suppliers must promptly report to Ancestry any concerns or suspected violation of any laws or regulations related to business with the firm or a violation of the Supplier Code of Conduct or any other firm policy, including fraud, dishonesty, unfair or unethical conduct. Compliance to this Code of Conduct is subject to an audit at the discretion of Ancestry. Failure to comply with the Supplier Code of Conduct may result in discontinuance of current and/or the prevention of future business with Ancestry.

Suppliers are encouraged to reach out to their Strategic Sourcing contact with any questions relating to the Supplier Code of Conduct or whenever there are questions regarding their supplier relationship with Ancestry and associated business conduct. In addition, reporting of ethically questionable behavior may be made by contacting Ancestry Strategic Sourcing or Legal departments.

Ethics

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, their suppliers, customers and other third parties.

Suppliers are required to conduct their business in a responsible and ethical manner and to exercise reasonable care and diligence to prevent any actions or conditions that could result in a conflict of interest. To comply with Ancestry's Supplier Code of Conduct, Suppliers must carry out their business honestly and ethically, and operate in full compliance with all applicable laws and regulations.

Suppliers must comply with all applicable anti-corruption laws and regulations in connection with their work for or on behalf of Ancestry. Corruption, extortion, embezzlement, bribery, and kickbacks in any form are prohibited.

To avoid conduct that creates a conflict of interest or other impropriety, Ancestry discourages Suppliers from giving gifts, entertainment, trips, payments, or loans to Ancestry employees.

Management of Ancestry Property

When authorized to use Ancestry property, supplies, equipment and other assets, Suppliers are required to do so responsibly. Suppliers must not use any trademark or any other intellectual property unless expressly permitted in writing by Ancestry.

Subcontractors

Suppliers that employ subcontractors to supply goods or services to Ancestry must disclose the names of all subcontractors to Ancestry upon request. In addition, Suppliers are responsible for ensuring that all such subcontractors comply with this Supplier Code of Conduct.

Inclusive Supply Chain

Suppliers are encouraged to provide minority, women, and veteran-owned business enterprises opportunities to participate in the subcontracts consistent with Ancestry's desired performance.

Environment

Suppliers are expected to operate in an environmentally responsible and efficient manner and strive to minimize adverse impacts to the environment. Suppliers are expected to conserve natural resources, to avoid the use of hazardous materials and to promote activities that include the concepts of reuse and recycle. Suppliers are required to comply with all laws, regulations, and ordinances regarding the environment in their countries of operation.

Health and Safety

Suppliers are required to abide by all local laws and regulations relating to health and safety in the workplace or in location other than the workplace where production or work is undertaken and to implement changes to accommodate any amendments to these laws, or regulations.

Suppliers are required to have strict procedures that prevent the use of illegal drugs in the workplace or in any other location where production or work is undertaken.

Human Rights / Labor and Employment Laws

Suppliers must be committed to respect, protection, and preservation of human rights. Suppliers are expected to comply with applicable international and local legal requirements in their countries of operation.

Forced Labor

Suppliers will not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

Child Labor

Suppliers will not use child labor. Suppliers are required to comply with applicable child labor laws and employ only workers who meet the applicable legal age requirement in their countries of operation.

Compensation and Working Hours & Conditions

Suppliers are required to comply with all applicable labor laws, and regulations governing employee compensation and working hours in their countries of operation.

Disaster Recovery

Suppliers must have a disaster recovery plan for emergencies. Suppliers must ensure that their facilities meet appropriate safety standards.

Discrimination

Suppliers are required to provide an inclusive and nondiscriminatory working environment in which all their employees are valued and treated fairly.

Discrimination or retaliation based on sex, gender, gender identity, creed, ethnicity, race, color, national origin, age, religion, citizenship, familial status, marital status, veteran status, sexual orientation, or disability under any applicable law is prohibited.

Security and Privacy

Suppliers' information systems that contain Ancestry confidential information or data shall be appropriately managed and protected against unauthorized access, use, disclosure, modification, or destruction. Suppliers shall collect personal information only for legitimate business purposes, use it in a legal, transparent, and secure manner, share it only with those who are allowed access, protect it in accordance with security policies, retain it only for as long as necessary, and obligated third parties with access to personal information to protect it. Use PII in a manner consistent with reasonable expectations

and in compliance with applicable laws and regulations. Supplier will comply with all privacy laws, data transfer laws and regulations.

Suppliers shall have good security practices across their supply chains. Suppliers shall assure the integrity its products or services provided. Suppliers shall implement the necessary and appropriate measures in their area of responsibility to ensure that Ancestry products and services.

