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Global Policy Supplement		Document No:	Page: 1 of 7
Supplier Code of Conduct		Effective Date:	Rev. No: 1
Issuing Process: Global Supply Management	Process Owner: Global Supply Management	Date Last Reviewed: 21-NOV-2023	

4.5   Facilitation Payment: Payments, generally small in value, made to expedite or secure the performance of a routine, nondiscretionary governmental action that is ordinarily performed by a Government Official.

4.6   Government Official: Any officer or employee of a national government; any state, province, county, city, or other regional or local government, or any department, agency, or instrumentality thereof, including an entity owned or controlled by any such government such as a state owned enterprise; of a public international organization; any person acting in an official capacity for or on behalf of any such government or department, agency, or instrumentality, or on behalf of any such public international organization; an official of any political party, or a candidate for political office or anyone acting on their behalf; or a member of a royal family, tribal chief, or other person with government immunity or status (Refer to FCPA for the definition of "public international organization").

4.7   Jacobs or Company: Jacobs and all its affiliates, subsidiaries, and majority owned or controlled Joint Ventures or similar arrangements worldwide.

4.8   PlanBeyond®: The name given to our corporate approach to sustainability.

4.9   Suppliers: Generally, any person, partnership, or corporation that has

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    5.7.2   You must always:

- Have the same commitment to quality in the goods, services and solutions with which you supply us.
- Ensure all goods, services and solutions you supply to us comply with applicable laws and regulations.

5.8   Observance of Competition and Anti-Trust Rules

    5.8.1   We are committed to conducting our business in full compliance with anti-trust and fair competition laws.

    5.8.2   You must never:

- Engage in anti-competitive business practices intended to limit or impair full and open competition for the goods, services and solutions provided to Jacobs.

5.9   Bribery and Corruption

    5.9.1   We secure and execute projects honestly and ethically.

    5.9.2   You must always:

- Understand and comply with the Foreign Corrupt Practices Act, the UK Bribery Act and other applicable anti-corruption laws.
- Avoid any

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5.10 Inclusion and Diversity

5.10.1 We live inclusion. We put people at the heart of our business. We have an unparalleled focus on inclusion, with a diverse team of visionaries, thinkers and doers. We embrace all perspectives, collaborating to make a positive impact.

5.10.2 Today is an opportunity to live our values by speaking up and speaking out against injustice. We're committed to driving and achieving real change – creating a tomorrow we can all be proud of, standing together as one.

5.10.3 Our global [Action Plan for Advancing Justice and Equality](#), builds on Jacobs' existing global inclusion and diversity strategy, TogetherBeyond℠, and sets actionable initiatives and measurable objectives in the company's continuing efforts to address exi89426Tj ( )Tjea.195oTj 40

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5.12.1 We rely on accurate information and reliable records to make responsible business decisions.

5.12.2 You must always:

- Comply with good practice, relevant standards and laws pertaining to record keeping and record retention.
- Engage in honest and accurate recording and reporting of information.
- Keep accurate and complete records as required by Jacobs.

5.12.3 You must never:

- Make false, overstated, artificial or misleading entries or omissions in any system, book or record for any reason.

5.13 Trade and Export Control

5.13.1 We comply with all international trade laws and regulations that apply to us wherever we conduct business.

5.13.2 You must always:

- Understand You

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