



The Murray Consulting Group

The Murray Consulting Group ("TMCG") is committed to maintaining the highest standards of integrity, transparency, and social responsibility in all aspects of its business. This Supplier Code of Conduct outlines the principles and expectations we have for our suppliers to align with our values and ensure ethical practices throughout our supply chain.

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards, including those related to labor, health and safety, the environment, and anti-corruption.

2. Ethical Business Practices

- **Integrity and Fair Competition:** Suppliers must conduct business with integrity and adhere to fair competition laws. Bribery, corruption, extortion, and embezzlement are strictly prohibited.
- **Conflict of Interest:** Suppliers must avoid conflicts of interest that could compromise the decision-making process or business relationship with TMCG.

3. Labor and Human Rights

- **Fair Wages and Working Hours:** Suppliers must comply with applicable wage laws and regulations, including those related to minimum wages, overtime, and legally mandated benefits.
- **No Child or Forced Labor:** Suppliers must not engage in or support the use of child labor, forced labor, or human trafficking.
- **Non-Discrimination:** Suppliers must provide equal opportunities and prohibit discrimination based on race, gender, age, religion, disability, sexual orientation, or other protected characteristics.
- **Freedom of Association:** Suppliers must respect employees' rights to freely associate, organize, and bargain collectively.



4. Health and Safety

Suppliers must provide a safe and healthy working environment for their employees, including access to necessary safety equipment, training, and procedures to minimize workplace hazards and risks.

5. Environmental Responsibility

- **Sustainability:** Suppliers must minimize their environmental impact by adopting sustainable practices, reducing waste, and conserving energy and water.
- **Compliance:** Suppliers must adhere to environmental laws and regulations and implement practices to reduce pollution and greenhouse gas emissions.

6. Confidentiality and Data Protection

Suppliers must protect the confidentiality of TMCG's proprietary and sensitive information. All data must be handled in compliance with applicable data protection laws.

7. Monitoring and Compliance

TMCG reserves the right to monitor supplier compliance with this Code of Conduct. This may include audits, site visits, and documentation reviews. Suppliers are expected to address any identified non-compliance issues promptly.

8. Reporting Concerns

Suppliers are encouraged to report any concerns or violations of this Code of Conduct to TMCG through appropriate channels. Reports can be made anonymously, and TMCG will not tolerate retaliation against individuals who raise concerns in good faith.

9. Acknowledgment and Acceptance

By entering into a business relationship with TMCG, suppliers acknowledge and agree to adhere to this Supplier Code of Conduct. TMCG reserves the right to terminate relationships with suppliers who fail to comply with these standards.

Effective Date: 03/19/2025

Approved by: Michael Murray, CEO