TheBancorp™

Disclosure

Vendor code of conduct

Vendor code of conduct

In order for The Bancorp ("Bank") to operate effectively and efficiently and meet its strategic objectives, we engage with a variety of suppliers and service providers (collectively "Vendors") to provide goods and services. The purpose of this Vendor Code of Conduct is to establish the Bank's expectation that its Vendors will conduct business in a lawful, ethical, socially responsible, and environmentally sustainable manner consistent with the Bank's commitment to integrity, responsible business practices, sustainability principles and applicable laws and regulations.

The Bank expects Vendors to comply with all applicable federal, state, local, and international laws, rules, regulations, and industry standards applicable to their operations and services provided to the Bank. Vendors are expected to maintain policies, procedures, controls, and governance practices designed to identify, assess, manage, and mitigate operational, legal, compliance, reputational, financial, environmental, and human rights risks.

The Bank maintains a Third-Party Risk Oversight Program designed to support the procurement, onboarding, monitoring, and governance of Vendor relationships. Compliance with the principles outlined in this Code may be considered as part of the Bank's due diligence, onboarding, monitoring, and ongoing oversight activities.

The Bank's corporate values, risk management framework, and regulatory obligations drive our approach to procuring and governing Vendor relationships. The Bank seeks to engage Vendors who demonstrate sound governance and responsible business practices, including, but not limited to, the following principles:

- **Ethical business practices** — We define and monitor our business risk management practices to ensure we perform ethically and with integrity. We expect our Vendors to also maintain the highest standards of integrity in their business dealings and to comply with all applicable laws and regulations. We also expect our Vendors to be committed to building a formidable team who are committed to anti-discrimination laws and regulations and support a professional work environment in their hiring and retention policies and practices.
- **Environmental stewardship** – We are committed to environmental stewardship and are mindful of how our business practices impact the climate and environment. Likewise, we encourage our Vendors to consider environmental management practices appropriate to their operations, including efforts to reduce greenhouse gas emissions, increase energy efficiency, reduce water consumption, and institute recycling.
- **Community reinvestment —** We are committed to community reinvestment. We therefore encourage our Vendors to engage with their communities to help foster economic development and contribute to the social and environmental sustainability of the communities in which they operate.
- **Human rights —** We support fundamental human rights across all business activities. We expect our Vendors to comply with applicable laws relating to labor, employment, and human rights matters and to maintain business practices intended to prohibit human rights abuses, including unlawful child labor and forced labor.

The Bank reserves the right to assess, monitor, and request information regarding a Vendor's compliance with this Code and applicable legal and regulatory requirements. Failure to comply with this Code, applicable laws, contractual obligations, or remediation requirements may result in corrective action, up to and including remediation requirements, suspension of services, or termination of the business relationship, consistent with applicable contractual rights.

End of document