

SUPPLIER & PARTNER GUIDING PRINCIPLES



Akamai's Supplier & Partner Guiding Principles communicate our values and expectations and emphasize the importance of responsible workplace policies and practices that comply, at a minimum, with applicable laws and regulations. The principles outlined below reflect the values we uphold in our own policies, and we expect our suppliers and partners to follow the spirit and intent of these guiding principles to ensure respect for all human rights and the environment. We expect our suppliers and partners to comply with all laws and regulations as well as the specific guidelines related to the core principles below:

Core Principles	We expect our suppliers and partners to:
Prohibit Child Labor	Adhere to minimum age provisions of applicable laws and regulations.
Prohibit Forced Labor and Abuse of Labor	Prohibit physical abuse of employees and prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, or any form of human trafficking.
Eliminate Discrimination	Maintain workplaces free from discrimination or physical or verbal harassment.
Work Hours and Wages	Compensate employees relative to the industry and local labor market; operate in full compliance with applicable wage, work hours, overtime, and benefits laws; offer employees opportunities to develop their skills and capabilities.
Provide a Safe and Healthy Workplace	Provide a secure, safe, and healthy workplace; maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.
Protect the Environment	Conduct business in ways that protect and preserve the environment; meet applicable environmental laws, rules, and regulations.
Business Integrity	Conduct business with integrity, respecting relevant laws and avoiding bribes and fraudulent practices.
Freedom of Association and Collective Bargaining	Respect employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment.
Grievance Procedure and Remedy	Provide workers with a mechanism to express grievances without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.