



Code of Conduct for Suppliers

Information Services Group, Inc.

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Information Services Group, Inc. and its affiliates' (collectively, the "Company") businesses have obligations to comply with applicable laws, to adhere to the Company's own policies and principles, to exercise good stewardship of assets and the environment, and to behave safely and ethically at all times.

In the Company's daily interactions with clients and suppliers, we strive to ensure our conduct is above reproach, which is a source of great pride and responsibility. As the Company's suppliers, you play a vital role in helping us deliver on this goal.

This Supplier Code of Conduct (the "Code"), which draws upon internationally recognized standards and ISG's Code of Ethics and Business Conduct, sets forth the Company's expectations of all suppliers, their subsidiaries and subcontractors. Strict adherence to this Code is a condition of continued work or affiliation with the Company.

1 Purpose of Code

This Code applies to suppliers of the Company for the purpose of promoting:

- Honest and ethical conduct across the supply chain, including but not limited to the elimination of any form of human exploitation within the business or its supply chain;
- Full, fair, accurate, timely and generally understandable disclosure in reports and documentation that the Company files with, or submits to, the United States Securities and Exchange Commission (the "SEC"), federal, state and municipal government organizations and in other public communications made by the Company;
- Compliance with applicable governmental laws, rules and regulations;
- Good Corporate citizenship;
- Fair dealing; and
- Accountability and transparency for adherence to the Code

2 Health and Safety Performance

We commit to the goal of having everyone going home safe and healthy every day. We work with suppliers who share this commitment by:

- Providing a safe and healthy working environment for employees and subcontractors including but not limited to the provision of appropriate personal protective equipment if required;

- Taking all practical and reasonable measures to prevent workplace fatalities, injuries and occupational illnesses; and
- Ensuring that any worker housing, if provided, is safe, healthy and sanitary, while respects workers' dignity, privacy and personal rights.

3 Governance and Legal Compliance

We compete ethically and lawfully in all activities. We work with suppliers who commit to:

- Comply with ethical business practices and applicable laws and regulations;
- Ensure personal activities and interests, and those of employees and subcontractors, do not conflict with their responsibilities and confidentiality obligation to the Company;
- Not engage in, or tolerate, any form of bribery or corruption, including facilitation payments; and
- Establish and maintain policies and procedures that enable workers to report violations, misconduct, or grievances confidentially and without fear of retaliation, and ensure such reports are appropriately addressed

4 Labor and Human Rights

Here is a more legally robust version aligned with key elements of the **U.S. Uyghur Forced Labor Prevention Act (UFLPA)**, the **UK Modern Slavery Act 2015**, and the **EU Corporate Sustainability Reporting Directive (CSRD)**:

We support the *United Nations Universal Declaration of Human Rights* and require all suppliers to comply with applicable human rights, anti-slavery, and due diligence laws, including, where applicable, the U.S. Uyghur Forced Labor Prevention Act (UFLPA), the UK Modern Slavery Act 2015, and the EU Corporate Sustainability Reporting Directive (CSRD). Suppliers shall:

- Ensure that all work is freely chosen and not subject to forced, bonded, indentured, trafficked, or involuntary prison labor, including compliance with import restrictions and rebuttable presumptions under UFLPA;
- Establish and maintain effective due diligence systems to identify, assess, prevent, mitigate, and remediate risks of forced labor and human trafficking within their operations and supply chains;
- Maintain complete and accurate records demonstrating the origin of goods, materials, and labor inputs, and provide such documentation upon request to support compliance with applicable laws, including UFLPA traceability requirements;

- Employ only individuals who meet the legal minimum working age in the applicable jurisdiction, and in no case employ persons under 15 years of age (or 14 where permitted by local law), or under the minimum age for employment, whichever is higher;
- Provide wages, benefits, and working conditions in compliance with applicable wage, hour, and occupational health and safety laws;
- Treat all workers with dignity and respect, and prohibit harassment, abuse, coercion, or unlawful discrimination in accordance with applicable laws;
- Respect workers' rights to freedom of association and collective bargaining, in accordance with applicable laws;
- Comply with all applicable data protection and privacy laws; and
- Establish grievance mechanisms and whistleblower protections consistent with applicable legal requirements, including those contemplated under CSRD-related frameworks, ensuring reports can be made confidentially and without retaliation.

Suppliers shall not, under any circumstances:

- Use, contribute to, or benefit from forced labor, slavery, human trafficking, or unlawful prison labor, including any involvement—direct or indirect—with regions, entities, or programs prohibited under UFLPA unless compliance can be demonstrably verified;
- Employ child labor in violation of applicable laws or the standards set forth above;
- Subject workers to corporal punishment, threats of violence, or any form of physical or mental coercion;
- Engage in or tolerate unlawful harassment, including sexual harassment; or
- Discriminate in employment or occupation in violation of applicable anti-discrimination laws.

Suppliers shall implement and maintain appropriate policies, risk-based due diligence procedures, internal controls, and training programs to ensure ongoing compliance. Suppliers shall promptly notify [Company] of any actual or suspected violations and cooperate fully in audits, investigations, and remediation efforts. Failure to comply with these requirements may result in corrective action, suspension, or termination of the business relationship.

5 Environmental Performance

We are committed to protecting the environmental values of the regions where we operate and maintaining good product stewardship for the long term. We work with suppliers who share our commitment demonstrated by:

- Promoting a culture that values the environment and acts to protect the environment in which they operate;
- Continuously improving environmental and resource management – reduce, reuse and recycle;
- Measuring, managing, and reporting environmental data in accordance with applicable laws and regulations; and
- Ensuring products manufactured or contracted to manufacture do not contain conflict minerals.

6 Emergency Preparedness and Business Resilience

Suppliers shall establish, implement, and maintain appropriate emergency preparedness, business continuity, and disaster recovery plans (“Plans”) designed to protect employees, ensure continuity of operations, and safeguard security of supply in the event of natural disasters, major incidents, public health emergencies (including pandemics), and other unforeseen events.

Suppliers shall:

- Periodically test, review, and update such Plans at least annually, or more frequently as required based on risk assessments or material changes to operations;
- Provide regular training to relevant employees and maintain records of such training;
- Maintain documented recovery procedures, including defined recovery time objectives (RTOs) and recovery point objectives (RPOs), for critical operations;
- Notify [Company] in writing of any actual or potential disruption to supply or operations within **24–72 hours** of becoming aware of such event, including details of impact, mitigation actions, and expected recovery timelines;
- Provide periodic status updates until normal operations are restored; and
- Maintain appropriate backup systems, redundancy measures, and contingency arrangements proportionate to the level of risk.

Audit and Verification Rights

Suppliers shall, upon reasonable notice, permit [Company] or its designated

representatives to assess compliance with these requirements, including the right to review relevant documentation, certifications, test results, and training records, and to conduct on-site or remote audits, subject to applicable confidentiality obligations.

Minimum Business Continuity KPIs (where applicable and proportionate to risk):

- Defined and documented RTOs and RPOs for critical processes and systems;
- Demonstrated ability to meet agreed recovery timeframes in periodic testing;
- Maintenance of alternative supply or production capabilities for critical goods or services;
- Incident response activation within defined internal timelines; and
- Post-incident review and corrective action implementation within a reasonable, defined period.

Suppliers shall promptly remediate any identified deficiencies and, upon request, provide corrective action plans with defined timelines. Failure to maintain effective Plans or to meet agreed requirements may result in corrective action, escalation, or termination of the business relationship.

7 Information and Reporting

We build trust by communicating openly and honestly. We work with suppliers who provide information that is timely, accurate and relevant including:

- Maintaining accurate financial books and business records, including invoicing, in accordance with all applicable legal and regulatory requirements and accepted accounting practices;
 - Reporting on economic, social and environmental performance to meet regulatory and contractual requirements; and
 - Ensuring the intellectual property rights of other parties (patents, trademarks, copyright, and confidential information) are respected.
 - Suppliers will demonstrate commitment to the concepts described in ISG'S Code of Conduct by allocating appropriate resources to managing ethics and compliance risks. Suppliers will have mechanisms to assess and manage risks in all areas addressed in ISG's Code of Conduct. Third Party Partners will have a training program that educates their employees to make ethical decisions in compliance with applicable laws, regulations and contract requirements and that enables those employees to address these expectations.

- Suppliers are expected to continually monitor and improve their ethics and compliance management systems, consistent with industry best practices, which include, but are not limited to setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, audits, inspections and management reviews.
- Failure to adhere to ISG's Code of Conduct for Suppliers or any applicable laws (including failure to promptly report any suspected and/or actual violation of this Code of Conduct for Suppliers or any applicable law) constitutes grounds for ISG to take appropriate action, including but not limited to: implementing a corrective action plan; canceling any or all order(s) or other pending business; refusing payment or reimbursement for any improper or unauthorized fees or expenses; terminating our relationship with you; and/or taking any available legal action or pursuing other equitable remedies.

8 Management Commitment

Suppliers who work with the Company share our commitment to the principles outlined in this Code by adopting and promoting them and encouraging their subcontractors to do the same. We are committed to a culture of transparency and strongly encourage employees, contractors, suppliers and other stakeholders to bring their issues and concerns to light.

As a supplier to the Company, you have access to a confidential, independent and safe way to report concerns or misconduct directly to us, which forms an extension of the Company's Whistleblower policy. It offers an avenue for reporting concerns about the business or an individual's behavior, including suspicion of violations of the Company's policies and procedures, or more broadly, human rights, safety, environmental, financial reporting, fraud or business integrity issues. If there is any doubt whether a course of action is lawful, suppliers should consult with their Company contact and/or a legal representative.

The General Counsel is authorized to receive and investigate reports. In this capacity, the General Counsel provides counsel to, and acts under the authority of, the Audit Committee. Reports may be made by email (sent to whistleblower@isg-one.com), or by phone or in writing to the attention of the General Counsel, Information Services Group, Inc., 400 Atlantic Street, Sixth Floor, Stamford, CT 06901-3512. Alternatively, we encourage suppliers who become aware of any circumstance or action that may not comply with this Code or the Company's values to discuss these concerns with their Company contact, who in turn is obligated to immediately forward the report to the General Counsel.



Consistent with the policies of the Company, the Audit Committee, the General Counsel and the Company's management will not retaliate or attempt to retaliate, and will not tolerate any retaliation or attempted retaliation by any other person or group, directly or indirectly, against anyone who, in good faith, makes a report or provides assistance to the Audit Committee, the General Counsel or the Company's management or any other person or group, including any governmental, regulatory or law enforcement body, investigating or otherwise helping to resolve a report.

All information and reports received from suppliers will be treated confidentially or anonymously, as applicable, to the extent reasonable and practicable under the circumstances.

9 Acceptance of Code of Conduct

Indicate Acceptance of the ISG Code of Conduct terms by Supplier by signing below

Signature: _____

Name (Printed): _____

Title: _____

Company Name: _____

Date: _____