Supplier & Partner Guiding Principles

The following principles communicate our values and expectations for all of Akamai's suppliers, resellers, and business partners. They emphasize the importance of responsible and ethical workplace practices that meet or exceed applicable laws and regulations.

These principles reflect the values we strive to uphold in our own policies, business conduct, and Responsible Supply Chain Program. We expect our suppliers and partners to not just comply with applicable laws and regulations, but to follow the spirit and intent of these guiding principles to ensure respect for human rights, environmental sustainability, and integrity.

Guiding Principle	We expect our suppliers, resellers, and business partners to:
Prohibition on Child Labor, Modern Slavery, Abuse of Labor, and Human Trafficking	Prohibit physical abuse of employees and prohibit the use of all forms of child labor, forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, or any form of human trafficking.
Fair Working Hours and Wages	Fairly compensate employees relative to the industry and local labor market; comply with applicable wage, work hours, overtime, and benefits laws; offer employees opportunities to develop their skills and capabilities.
Non-Discrimination	Strive to maintain workplaces free from discrimination based on race, color, ethnicity, ancestry, national origin, religion, gender, sex, sexual orientation, gender identity or expression, pregnancy, parental status, physical or mental disability, genetic information, age, military or veteran status, or any other characteristic protected by Akamai's policies and applicable laws.
Maintaining a Safe and Healthy Workplace	Provide a safe, secure, and healthy workplace free from physical, sexual, or verbal harassment; maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.
Freedom of Association and Collective Bargaining	Respect employees' right to organize, join (or not to join) a labor union without fear of reprisal, intimidation, retaliation, or harassment.
Ethics and Integrity	Conduct business with integrity, transparency, and zero tolerance for bribery and fraudulent practices; comply with applicable laws and regulations.
Environmental Sustainability	Pursue sustainable business practices that protect and preserve the environment and comply with appliable laws, regulations, and standards.
Accurate Recordkeeping	Appropriately and accurately record and retain business records.
Personal, Confidential, and Proprietary Information	Protect all confidential, proprietary, and protected personal information; avoid using personal information other than for the business purpose for which it was provided without prior authorization; implement appropriate IT cybersecurity measures to prevent against suspected or actual data breaches; comply with applicable intellectual property and data privacy laws.
Grievance Procedure and Remedies	Provide employees with a mechanism to express grievances without fear of reprisal or retaliation; address concerns in an appropriate and timely manner.
Conflict Minerals	Conduct appropriate due diligence, where reasonably feasible, to identify, report and take remedial action if products contain conflict minerals (tin, tantalum, gold, tungsten, etc.) used to finance conflict in the Democratic Republic of the Congo, adjoining countries, or other conflict-affected areas.