

Global Sustainable Procurement & Responsible Sourcing Policy

Purpose

Colliers International Group Inc (“Colliers”) aims to establish a clear framework for advancing responsible business practices across our entire value chain with the Global Sustainable Procurement & Responsible Sourcing Policy. This policy articulates Colliers’ commitment to integrating sustainability considerations into procurement policies, processes, and sourcing decisions, where applicable, ensuring that suppliers actively support our objectives, comply with client requirements, and adhere to all relevant legislation.

We recognize that responsible operations extend beyond our own activities to encompass our suppliers and their supply chains. By embedding the following considerations into sourcing decisions, setting transparent expectations, and strengthening monitoring and engagement practices, Colliers aims to foster a culture of integrity, accountability, and continuous improvement. Our approach is designed to drive positive impact for our organization, clients, and communities, while upholding the highest standards of ethical conduct and sustainability.

This policy aligns with Colliers’ [Global Code of Ethics and Conduct](#), [Human Rights Policy](#), [Global Health, Safety, and Well-being Policy](#), and [Global Environmental Policy](#).

Integration of Sustainability in Procurement Practices

Responsible procurement at Colliers means prioritizing products and services that minimize harm to human health and the environment, while ensuring compliance with supply chain disclosure legislation. Colliers’ approach to procurement is rooted in advancing sustainability across all aspects of our business, with consideration for the different procurement activities, business lines, and regional operating contexts across Colliers.

Colliers expects suppliers to support our sustainability goals, meet client requirements, and adhere to all relevant legal standards. We seek to collaborate with suppliers who demonstrate a commitment to responsible practices, not only within their own operations but also throughout their supply chains. Our aim is to foster long-term relationships that encourage innovation, transparency, and continuous improvement in environmental, social, and ethical performance.

To maintain a resilient and sustainable supply chain, Colliers works closely with suppliers to communicate expectations, provide guidance, and monitor progress. When gaps are identified, we engage constructively to help suppliers enhance their practices, recognizing that improvement is an ongoing process.

Through our procurement practices, Colliers seeks to integrate sustainability principles into procurement decisions while recognizing that implementation may vary across business lines, regions, and procurement activities. This commitment is reflected in our processes for evaluating products and services, our engagement with suppliers, and our dedication to upholding the highest standards of responsibility and integrity.

Our Expectations

At Colliers, we believe that responsible procurement is a shared journey, one that requires active engagement and commitment from both our clients and our suppliers. Our expectations are designed to ensure that all parties contribute meaningfully to our sustainability objectives, uphold the highest standards of ethical conduct, and drive continuous improvement across our global operations and supply chain. We expect our suppliers to align with these values, demonstrate leadership in sustainability, and work collaboratively with us to achieve shared goals. By fostering transparent relationships and setting clear standards, we aim to create lasting value for our clients, our partners, and the communities we serve.

Environmental Expectations

- i. We encourage suppliers to consider and reduce the environmental impacts of their operations, products, and services throughout their lifecycle.
- ii. We expect suppliers to assess and minimize their carbon footprint, prioritize energy and water efficiency, and support Colliers' and clients' net zero ambitions.
- iii. Where relevant and practicable, preference is given to products and services that are durable, recyclable, non-toxic, and sourced or manufactured sustainably.
- iv. Suppliers must comply with all relevant environmental laws and regulations, and are encouraged to pursue recognized sustainability certifications (e.g., ENERGY STAR, FSC, Green Seal).
- v. Local and regional sourcing is encouraged to reduce transportation-related impacts.

Social Expectations

- i. We expect suppliers to uphold fair labor practices, maintain safe and healthy working conditions, and foster workplaces free from discrimination and harassment.
- ii. Diversity, inclusion and non-discrimination are valued, and we invite suppliers to follow these principles within their organizations and supply chains.
- iii. Suppliers must take active steps to prevent modern slavery and human trafficking, and comply with all applicable wage and labor standards.
- iv. Professional development and well-being of staff should be supported and promoted.

Governance Expectations

- i. Suppliers must operate with integrity, transparency, and accountability, adhering to all applicable laws and regulations, including supply chain disclosure requirements.
- ii. Suppliers are expected to conduct their activities in a manner consistent with the applicable principles of Colliers' Human Rights Policy, Global Health, Safety and Well-being Policy, and Global Environmental Policy, as reflected in relevant contractual requirements and supplier expectations.
- iii. Suppliers are expected to provide documentation of compliance upon request and to engage openly with Colliers to address any gaps or areas for improvement.
- iv. Continuous improvement in ethical, environmental, and social performance is encouraged, and Colliers will work constructively with suppliers to support progress.

Scope

This policy applies globally to all Colliers business units, subsidiaries, and affiliates, covering all procurement activities regardless of business line or region. Regional adaptations may be made to comply with local laws and client requirements, but the core principles remain consistent.

Responsibility and Accountability

Oversight of this policy is the responsibility of the Global Sustainability Team, with support from regional sustainability and procurement teams. The policy will be reviewed periodically, and at least annually where appropriate, to assess whether updates are needed to reflect changes in legislation, business practices, and stakeholder expectations.