

Supplier Expectations and Attestation

Expectations:

Radian seeks to do business with suppliers that uphold strong ethical standards and business practices, worker and human rights protections, and environmental conservation, including:

- **Discrimination and Harassment:** Does not discriminate based on any legally protected characteristic, including race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, military and veteran status, sexual orientation, pregnancy or a condition related to pregnancy including lactation, or any other factor protected by federal, state or local law. Further, Radian expects that suppliers not tolerate sexual harassment, or any other form of discrimination or harassment, as defined by federal and state law, and implement an appropriate antiharassment program which includes providing all antiharassment training as required by applicable federal, state and local law.
- **Wages and Working Hours:** Adheres to local laws and regulations on maximum working hours, wages and benefits. Beyond meeting regulatory requirements, Radian encourages suppliers to pay economically viable wages.
- **Health and Safety:** Maintains a culture that prioritizes employee health and safety. Ensures that employees are provided with a safe working environment that, at a minimum, meets applicable occupational health and safety laws and regulations.
- **Human Rights:** Complies with all applicable labor and employment laws and regulations and ensures that operations are conducted in a manner that is free from human right abuse, including, but not limited to, child labor, forced labor, human trafficking, corporal punishment, and acceptable living conditions.
- **Environmental Conservation:** At a minimum, operates in compliance with all applicable environmental laws. However, Radian seeks to do business with suppliers that commit to reducing their energy and water consumption, waste, greenhouse gas emissions, and other environmental impacts.

Attestation

Further to the above, [INSERT NAME OF VENDOR] understands that sexual harassment, or any other form of discrimination or harassment, as defined by federal and state law, is inappropriate and not to be tolerated in the workplace.

[VENDOR] acknowledges and represents to Radian Group Inc. and its affiliates that [VENDOR] has in place an appropriate antiharassment program which includes providing all antiharassment training which is required by applicable federal, state and local law.