

East West Bancorp, Inc. - Third Party Code of Conduct **(The “Code”)**

Purpose

The Code sets out certain principles We expect You to follow in Your provision of products and services to East West Bancorp, Inc. and any of our affiliates (“EWB” or “Us” or “We”). “You” or “Your” means you as an individual or as a company, including your officers, directors, employees, and contractors. You and Your team, engaged in providing products and services, are expected to read, understand and act in accordance with the Code.

Business Integrity

- Compliance with Laws - In all activities, You are expected to conduct business in compliance with the applicable laws, rules, and regulations of the jurisdictions in which You operate.
- Conflicts of Interest -You are expected to not try and gain improper advantage or preferential treatment.
- Gifts and Entertainment - The nature of the gifts or entertainment are expected to not, by their quality, quantity or timing, be used by You to gain improper advantage or preferential treatment.
- Anti-Bribery and Anti-Corruption - You are expected to not engage in any conduct that would put our organization at risk of violating anti-bribery laws.
- Business Resumption and Contingency Planning - For some services performed, due to the significance for our businesses or the types of activities that may be involved, We expect You to have business continuity and disaster recovery plans developed, maintained and tested in accordance with applicable regulatory, contractual and service level requirements.
- Outsourcing & Subcontracting - We recognize that outsourcing is a practice You may use to promote innovation, fill resource gaps, and/or create operational efficiencies. We also recognize You may need to use subcontractors in the performance of services. However, We expect You will not subcontract services where such outsource activities directly impact the delivery of goods and services to Us, without our prior written approval. In situations where approval is given, it is important for Us to know the locations of where the work will be performed and the parties involved in the provision of the services.
- Diversity - You are expected to comply with all applicable laws concerning discrimination in hiring and employment practices. EWB encourages You to provide an inclusive and supportive working environment, free of harassment and discrimination, in which all employees are valued and empowered to succeed (including the use of minority owned and other diverse businesses).

Environment

- You are expected to operate in an environmentally responsible and efficient manner and strive to minimize adverse impacts to the environment. You are expected to conserve natural resources, to avoid the use of hazardous materials and to promote activities that include the concepts of reuse and recycling. You are expected to comply with all laws, regulations, ordinances, rules, permits, licenses and approvals regarding the environment in Your country or countries of operation.

Health and Safety

- You are expected to abide by all local laws, directives and regulations relating to health and safety in the workplace or in any other location other than the workplace where production or work is undertaken. You are also responsible for implementing changes to accommodate any amendments to laws, directives or regulations. You are expected to have strict procedures that prevent the use of illegal drugs in the workplace or in any other location other than the workplace where production or work is undertaken.

Human Rights/Labor and Employment Laws

- You are expected to be committed to and have respect for the protection and preservation of human rights. While it is Your responsibility to define Your policy and approach to the issue of human rights, We expect Your values and business principles to be consistent with those of EWB. You are expected to comply with applicable international and local legal requirements in Your country or countries of operation.
- Our expectation is You will not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.
- Our expectation is You will not use child labor. You are expected to comply with applicable child labor laws and employ only workers who meet the applicable minimum legal age requirement in Your country or countries of operation.
- You are expected to comply with all applicable wage and hour labor laws and regulations governing employee compensation and working hours in Your country or countries of operation.

Discrimination

- You are expected to provide an inclusive and nondiscriminatory working environment in which all Your employees are valued and treated fairly. Discrimination, retaliation or attempted retaliation on the basis of sex, gender, creed, ethnicity, race, color, national origin, age, religion, citizenship, familial status, marital status, veteran status, sexual orientation or disability or any other status protected under any applicable law is prohibited. Unlawful discrimination or harassment in the workplace is not tolerated. You are expected to comply with all applicable laws concerning discrimination in hiring and employment practices.