

Supplier Code of Conduct

WORKING WITH SUPPLIERS

nCino expects its suppliers to treat its employees in keeping with our core value of “Respect Each Other” and to meet or exceed all applicable laws and regulations that are in force in the countries where nCino and Suppliers operates. All employees must be treated with respect, protected from abuse, coercion, harassment, and discrimination. We encourage suppliers to go beyond legal compliance by committing to meet relevant standards and to commit to continuous improvement.

SUPPLIER DIVERSITY

nCino actively seeks diverse suppliers and encourages its suppliers to also diverse suppliers themselves. nCino may request a supplier to report on no more than an annual basis.

A diverse supplier is a business establishment which meets one or more of the following criteria: (a) a small business, as defined in Title 15, Section 632 of the United States Code and related regulations; (b) a small business owned and controlled by socially disadvantaged individuals (at least fifty-one percent (51) percent of the business is owned and controlled by one or more socially and economically disadvantaged individuals and the management and daily business operations are controlled by one or more such individuals); (c) a business that is at least fifty-one percent (51) percent owned by a woman or women who also control and operate the business; (d) a small business that obtains HUBZone (Historically Underutilized Business Zone) certification (maintains a principal office in a HUBZone, at least fifty-one percent (51) percent of the business is owned and controlled by one or more U.S. citizens, and at least thirty-five percent (35%) of its employees reside in a HUBZone); (e) a business that is at least fifty-one percent (51) percent owned by a service-disabled veteran (an individual who has served in the U.S. armed forces and has received an honorable discharge documented by DD Form 214, Certificate of Release of Discharge from Active Duty) or veterans who also control and operate the business; (f) a business that is at least fifty-one percent (51) percent owned by a veteran or veterans who also control and operate the business; or (g) other categories of diverse businesses as nCino may include in its diversity supplier development program.