

Gates Foundation

Expectation of Vendors regarding Contingent Workforce Screening (e.g. Background Screening) Policy

1.0 Purpose

This document describes the expectations of the Gates Foundation (the “foundation”) regarding how its vendors will perform appropriate background screening on vendor staff (contingent workers) who visit foundation facilities. Unless otherwise provided in a vendor’s contract with the foundation, each vendor will comply with the following:

- Each vendor will ensure that any of its personnel requiring access to Foundation facilities on a continuous basis (i.e., for more than two days per week, on average, during any 30-day period) in order to perform the contracted services will have first passed a comprehensive background check in accordance with local laws and based on local best practices.

This document takes the place of prior policies on this specific topic. Additional policies may apply to a vendor’s performance of services, and a vendor may contact its foundation contract owner with questions. The foundation may update this document from time to time.

<i>Effective Date</i>	<i>Modification</i>
10/22/2019	New document
5/5/2025	Updated to new logo and template