CSA Group – Supplier Code of Conduct

1. ABOUT THE CODE

As reflected in CSA Group’s Code of Conduct, we are committed to the highest level of integrity and ethical standards. The organization has zero tolerance with respect to unethical business behaviour, and it is our expectation that all of our Suppliers adhere to a similar standard.

As a Supplier to CSA Group or its subsidiaries, you must comply with all applicable laws and regulations, as well as the requirements outlined in this CSA Group – Supplier Code of Conduct. You are expected to monitor your company’s compliance with this Code of Conduct.

This Code is subject to periodic revisions, which will be posted on our website at www.csagroup.org

2. OUR VISION AND VALUES

Our Vision

To create a better, safer, more sustainable world.

Our Values

We are committed to ensuring that all of our business decisions and actions are aligned with our organization’s core values.

3. OUR SUPPLIER EXPECTATIONS

Compliance with Laws

We expect our Suppliers to:

• Comply with all laws applicable to their operations.
• Maintain records as required by statute, and to validate compliance with this Code.

Labour
In addition to full compliance with all applicable labour and employment laws, CSA Group expects our suppliers to uphold the human rights of workers, and treat employees with dignity and respect.

We expect our Suppliers to:

- Respect and comply with the fundamental rights granted to all employees and apply at a minimum the labour standards outlined by the International Labor Organization (ILO), as well as applicable laws and regulations
- Prohibit and refrain from any kind of child or forced labour within their organizations
- Provide compensation to employees that complies with applicable wage laws
- Respect the rights of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly
- Foster a culture within their organizations of non-discrimination based on gender, gender identity, age, colour, race, nationality, sexual orientation, disability or religious conviction

**Occupational Health & Safety**
In addition to full compliance with all applicable health and safety laws, we expect our Suppliers to work actively to minimize work-related injury and illness, and foster a safe and healthy work environment.

We expect our Suppliers to:

- Comply with applicable national statutes governing health and safety at work
- Take appropriate action, including implementation of policies, standards, procedures, contingency measures and management systems, in order to prevent occupational illness and work-related accidents and to foster a safe and healthy workplace for their employees
- Abide by our safety and security procedures and report any concerns to the appropriate employees when visiting CSA Group locations

**Environment**
In addition to full compliance with all applicable environmental laws, we expect our Suppliers to integrate environmental responsibility into their operations and work to minimize adverse environmental effects to their communities.

We expect our Suppliers to:

- Comply with all applicable statutes governing environmental protection

**Ethical Business Conduct**
Our Suppliers are expected to comply conduct their business ethically, and with integrity.

In particular, we expect our Suppliers to:

- Have zero tolerance for corruption. In particular, our Suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to CSA Group employees or third parties with the goal of securing an award, or any other form of preferential treatment, in their business transactions
- Refrain from engaging with organizations and factories located in a country subject to trade sanctions, or owned by an entity or individual subject to trade sanctions.
- Refrain from presenting any invitations or gifts to our employees with the goal of gaining any form of influence. Any invitations or gifts extended to CSA Group employees or related parties must be
nominal in financial value (less than $100.00 USD per calendar year) and reflect ordinary business custom. We also expect our Suppliers to refrain from asking CSA Group employees or related parties for any inappropriate advantages

- Make business decisions based on objective criteria only and avoid any conflict of interest, real or perceived
- Always compete in a fair manner and comply with applicable antitrust laws and regulations
- Communicate the principles laid out in this Supplier Code of Conduct to their subcontractors and sub-suppliers, and to take these principles into account when selecting subcontractors and sub-suppliers
- Encourage supply chains to comply with the minimum standards of this Supplier Code of Conduct

4. RAISING A CONCERN

If you believe that the terms of this CSA Group – Supplier Code of Conduct have not been adhered to, you must contact CSA Group promptly. If you believe that CSA Group is not acting in accordance with its own CSA Group - Code of Conduct, or if you or your employees have any other ethics-related concerns we encourage you to use our EthicsPoint hotline via www.csagroup.org > About > Code of Conduct.

EthicsPoint is a confidential reporting tool to report fraud, abuse and other misconduct in the workplace. Reports into the EthicsPoint Helpline can be made anonymously.

The EthicsPoint Helpline service is available 24 hours a day, 365 days a year and can be accessed through the toll-free telephone number or website listed below:

Online: www.csa.ethicspoint.com

Toll-Free Numbers:
- Canada: 1-855-212-7615
- Canada (French): 1-855-350-9393
- China (Southern): 10-800-120-1239
- China (Northern): 10-800-712-1239
- India: 000-800-001-6112/000-800-001-1071
- Japan: 0066-33-112505/00531-121520
- Korea: 00308-110-480/00798-1-1009-8084
- Mexico: 001-800-840-7907/001-866-737-6850
- Singapore: 800-1204201
- Taiwan: 00801-13-7956
- UK: 0800-032-8483
- US: 1-855-212-7615