CSA GROUP

Member Code of Conduct



January 2026

A Message from the President of Standards

We are proud to be a leader in standards development, research, education, and advocacy. Our standards make a positive impact every day and help support the quality and safety of services, products, and systems at home, at work, and at play.

CSA Group standards are developed through a unique combination of technical expertise, consensus, and collaboration. Your contributions will help achieve the purpose of making standards work for people and business.

The Member Code of Conduct, supplemented by CSA Group's directives, procedures, and training, outlines the principles that guide ethical decision-making and work environment behaviour at all levels of our standards organization. Adherence to the Code ensures the integrity of our standards development process and demonstrates our commitment to inclusivity, diversity, and equity within that process.

Sincerely,



Mary Cianchetti
President of Standards, CSA Group

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A About the Code

A.1 General

Adhering to this Code supports a positive and safe working environment for CSA members and staff, fosters trust within our committees and community, and enables the development of impactful standards that meet the needs of our society.

All members are required to read and adhere to the Member Code of Conduct. Members will be asked to formally acknowledge that they have read and understood these expectations. This Code is not exhaustive and may be amended from time to time. It provides a framework and a foundation for expected conduct.

A.2 Reporting misconduct

Members have an obligation to report any known or suspected misconduct or violations of the Code, as well as any violations of laws, regulations, or CSA policies.

Violations of the Code may result in disciplinary action. All reports will be treated with the utmost care and sensitivity.

No one may suspend, discharge, discriminate against, harass, threaten in any manner, or otherwise retaliate against you for reporting a violation in good faith.

Reports of misconduct may be submitted to any of the following:

- CSA Project Managers
- CSA Standards Program Managers
- CSA Manager of Member Programs
- CSA Standards Sector Directors
- EthicsPoint Helpline

EthicsPoint is a confidential tool used to report misconduct in the work environment. Reports through 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 website www.csa.ethicspoint.com



B

Respectful work environment

A respectful work environment positively impacts mental and physical health and safety and supports our overall commitment to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. A respectful work environment is one where everyone is treated fairly, acts professionally, difference is acknowledged and valued, communication is open, conflict is addressed early, and there is a culture of enablement and cooperation. It includes courtesy, tolerance, and respect for other points of view.



B.1 Diversity, inclusion, and accessibility

We value and respect the diversity of our members and community. We are committed to providing an environment of mutual respect and fairness free from discrimination based on age, sex, gender, gender identity and expression, sexual orientation, ethnicity, nationality, family and marital status, religion, belief and association, social and economic background, political backgrounds, veteran status, education, experience, disability, any other applicable legislatively prohibited grounds or any other characteristics that make individuals unique. We are also committed to creating an accessible work environment for people with disabilities based on the principles of dignity, independence, integration, and equal opportunity.

We expect our members to:

- Be courteous, respectful, and polite.
- Allow others to express their opinion without interruption.
- Focus discussion on the situation, issue, or behaviour, not on the individual.
- Be open to the perspectives and ideas of others.
- Seek ways to resolve or support effective solutions to address issues.
- Respect and support other members' functions and needs.
- Uphold the professional culture of standards development.
- Listen to and embrace the diversity of professional views – scientific, technical, or otherwise (e.g., lived experience).
- Be culturally aware of language differences and individual skills. Make an effort to hear and understand the views of all, regardless of their background, accents, and command of the language used in a meeting.

B.2 Protection from harassment

We are committed to maintaining a work environment that is free of violence, discrimination, and harassment. We support the dignity and self-esteem of every individual, and we will not tolerate violence, harassment, or discrimination of any kind.

We expect our members to:

- Not engage in any physical or verbal abuse, harassment, or coercion in any form, such as sexual, moral, or financial.
- Understand that such misconduct can result in member termination.

B.3 Illegal use or misuse of drugs and alcohol

We maintain a workplace that is free from the effects of illegal use or misuse of drugs and alcohol. Such activities threaten our ability to provide a healthy and safe environment for our members and staff. CSA will not tolerate the sale, distribution, illegal use, or misuse of drugs or alcohol while participating in committee work or member activities.



Integrity in the CSA Standards Development Process

CSA brings together the knowledge and expertise of our members to develop standards to help improve safety, health, and the environment. We follow an accredited standards development process designed to be balanced, transparent, and consensus-based. These practices help maintain the integrity and reliability of the standards developed through the contribution of our members.

C.1 Work for the benefit of all

Standards support the work of the greater community and are developed using a consensus process. Our diverse member community represents a range of perspectives and interests.

We expect our members to:

- Recognize that the development of standards is for the benefit of the greater community, over and above the interests of any individual or organization.
- Acknowledge that they are required to represent interests or an interest category.
- Uphold the key principles of standardization, namely consensus, transparency, openness, inclusiveness, and impartiality.
- Accept and respect consensus decisions.

C.2 The consensus process

The standards development process is designed to support consensus-building through openness, transparency, balance, and respect for each member, in alignment with internationally recognized principles of consensus.

We expect our members to:

- Uphold the principles of the consensus-based standards development process.
- Practice openness, transparency, balance, and respect for each participant.
- Embrace the concepts of consensus-building.

C.3 Conflict of interest

Conflicts of interest arise when individuals have personal, professional, or organizational interests that may interfere with, or appear to interfere with, the exercise of independent judgment. Members must avoid decision-making that is influenced, or is perceived as having been influenced, by conflicting interests. In any situation where there is a potential conflict, it must be promptly brought to the attention of the CSA Project Manager.

We expect our members to:

- Disclose any conflicts of interest, whether actual, potential, or perceived.
- Avoid actions and circumstances that may appear to compromise good business judgment and create a conflict between personal and professional interests.
- Advise if any information submitted to the committee is subject to any third-party disclosure requirements.
- Understand additional issues related to compliance with legal and statutory obligations.



D

Active Participation

Member participation in CSA Standards Development provides an opportunity to network and collaborate with other professionals and peers within the standards development process. Members contribute to standardization work through formal procedures outlined in applicable policies and directives.

D.1 Member training

Members require foundational knowledge about CSA, the national standards system, committee structures and positions, member roles and responsibilities, and the stages and steps involved in the development of a quality CSA standard.

We expect our members to:

- Complete CSA member training as required after joining a CSA committee.

D.2 Computer equipment and online access

Members require internet access to actively participate in the standards development process and committee activities.

We expect our members to:

- Be able to collaborate online, with the capability to access and participate in CSA committee workspaces.

D.3 Committee meetings

Committee meetings allow members to work in a collaborative manner with the aim of building and achieving consensus.

We expect our members to:

- Actively participate in the work and responsibilities of our committees.
- Engage and consult as needed to ensure their constituency is informed and their interests are represented.
- Attend meetings, participate for the allotted time, and manage distractions.
- Provide qualified alternates when they cannot attend a meeting or use online platforms and resources to participate remotely.
- Respond to meeting invitations in a timely manner.
- Review meeting material and be prepared to represent their constituency and contribute expertise on items to be addressed at meetings.

D.4 Motions and ballots

Motions and ballots are formal mechanisms in the standards development process supporting consensus-based decision-making for a committee. Motions may be conducted by any committee to address issues and requests for changes to a standard. Ballots are conducted by committees that are subject to balanced matrix requirements to confirm essential decisions including specific technical contents of a standard. Members assigned to represent an interest category have voting responsibilities and are obligated to respond to all motions and ballots.

We expect our members to:

- Participate in committee ballots and motions.
- Base committee decisions on relevant technical expertise, professional judgment, and (where applicable) the needs of a balanced matrix constituency.



D.5 Member application

Committee member applications will be reviewed by the Chair or Committee Executive and Project Manager and are subject to approval based on the applicant's expertise, experience, and the committee's needs.

We expect our members to:

- Understand the general criteria for membership:
  - Relevant expertise and experience
  - History of participation/contribution
  - Availability and interest
  - Current membership
  - Committee size
  - Geographic representation
  - Nature of the committee's scope and/or changes in the interests of its members
  - Current matrix category availability
  - Adequate representation of all major areas of activity within the committee's terms of reference (where applicable, to maintain balanced matrix requirements)
  - Provision for liaison with other committees in related fields where necessary
- Understand if a member leaves a committee for any reason, the position may or may not be filled depending on the composition of the committee and other factors.

D.6 Member termination

Beyond the regular review of committee membership, there are causes for member termination from a committee. These causes are primarily related to a lack of active participation in the committee's work or misconduct.

We expect our members to:

- Understand that the following may, among other factors, be cause for member termination from a committee:
  - Violating CSA copyright / intellectual property rights.
  - Lack of attendance for three consecutive meetings.
  - Lack of response to three consecutive letter ballots.
  - Lack of involvement in the work and responsibilities of the committee; or
  - Disregard for the CSA Member Code of Conduct.

D.7 Media and communications

Members are responsible for conducting themselves with the highest level of professionalism, including when engaging in CSA activity, using member communications forums, or when active on social media. For external publicity or media communications regarding CSA activities, members are required to contact CSA.

We expect our members to:

- Use all media and communications professionally and respectfully.
- Consult CSA to obtain written consent for any public statements, including disclosures to the media or the general public on CSA activities.
- Not express positions and opinions in such a way as to imply that they are representing CSA.



E

Complying with legal and statutory obligations

Members have an obligation to act honestly and with integrity, respecting not just their local and applicable laws and regulations, but also the best practices embedded in this Code.

E.1 Competition and antitrust

We require all members to comply with competition and antitrust laws. Any contact between competitors that occurs as a result of standards development activities must be in accordance with local competition laws, CSA Directives and procedures, and must not deviate into anticompetitive discussions, agreements, or activities.

We expect our members to:

- Comply with all applicable international, national, and local competition laws and regulations.
- Not engage in collusive or anticompetitive behaviour.
- Not exchange or discuss commercially sensitive or strategic information, including, but not limited to:
  - Data relating to prices and/or timing of pricing changes or discounts
  - Conditions of licenses (for example, with distributors)
  - Profits and/or profit margins
  - Cost data, market share, and customer lists
  - Supply or marketing schedules
  - Bidding behaviour
  - Future developments, trends, or market conditions in your industry that might have an impact on competition or allow competitors to adapt their business strategies accordingly
- Understand that securities legislation prohibits trading when you have material information about a public company gained as a CSA member that has not been publicly disclosed.



E.2 Bribery, corruption & fraud

We require all members to comply with applicable anti-bribery and anti-corruption laws and best practices. Members may not give or accept gifts or favours from any third party, regardless of their perceived value, in exchange for any type of favourable treatment related to their CSA activities. Bribes and kickbacks can include cash, fees, commissions, credits, gifts, and services in-kind.

We expect our members to:

- Not engage in any form of bribery or corruption.
- Not directly or through intermediaries, offer or promise any personal or improper financial or other advantage, to obtain or retain an advantage from a third party, or accept any such advantage in return for any preferential treatment.
- Avoid gifts and entertainment that could be perceived as bribes or create conflicts of interest.
- Exercise particular care and due diligence when offering any business courtesy to government officials, as they are subject to stricter rules, regulations, and laws. To determine the acceptable levels and practices in a specific jurisdiction, please consult with CSA. .



E.3 Privacy and confidentiality

Members may have access to a wide variety of confidential and proprietary information. Confidential information includes personal information, which includes any information that can lead, directly or indirectly, to the identification of an individual. Consistent with our Directives, committee activities, deliberations, and minutes are confidential. Members may only access and use information about CSA, other members, CSA staff, and interested parties in accordance with CSA instructions and strictly for the purpose for which it was provided. This includes the use of committee member email addresses and committee distribution lists.

We expect our members to:

- Safeguard the confidences and privacy rights of other members and keep member information confidential.
- Protect privileged, confidential, and insider information gained from our CSA activities.
- Agree not to violate the confidentiality of CSA committee materials or make use of CSA documents and publications without appropriate permissions and, where applicable, copyright licenses.
- Ensure that you have proper authorization from CSA before disclosing CSA information to third parties.
- Immediately advise CSA if confidential information is being divulged by another member or if you notice someone using the CSA name or logo improperly.

E.4 Copyright and intellectual property

We respect the intellectual property rights of others and expect our members, participants, and other parties to respect our intellectual property rights. As part of standards development activities, members may receive copies of information in the form of a draft or published document in one or more formats, including electronic or hard copy. CSA owns the copyright in the documents and drafts it produces.

Members must not share or disseminate CSA documents or insert them into AI tools without CSA's prior written consent.

We expect our members to:

- Promptly disclose third party intellectual property rights in any information shared as part of standards development activities.
- Protect CSA copyright on all documents in circulation.
- Refrain from sharing, reproducing, or storing any documents unless permission to do so was obtained.
- Consult CSA prior to the use of AI software for any CSA drafts, documents, information, or meetings.
- Comply with CSA applicable policies on copyright protection.



E.5 Information security

Members are required to follow information security best practices and always act responsibly to protect CSA from those seeking to breach our information systems and community platforms.

We expect our members to:

- Act responsibly to protect CSA information.
- Retain and dispose of information in an appropriate manner.
- Report any actual or suspected data breach or any CSA information security concern.

E.6 Investigations and legal proceedings

CSA standards development activities may be supported by and subject to various internal and external audits, investigations, and inquiries. Members may be asked to serve as a witness on behalf of CSA. In the event members are contacted by a legal body or agency for information regarding CSA activities, or by third parties as a result of their participation on CSA committees, members are required to immediately, prior to responding, notify CSA.

We expect our members to:

- Cooperate with all internal and external audits, investigations, and inquiries.
- Notify CSA immediately of, and prior to responding to, any requests by an external legal body or agency to provide information regarding CSA activities or to serve as a witness.
- Gain prior authorization from CSA before providing confidential CSA documents to any external parties.

Key references and resources

F.1 CSA Directives

Members participating in standardization activities are responsible for complying with our CSA Directives. CSA Directives and guidelines governing standardization set forth the policies and procedures of the CSA consensus standards development process. This includes the selection, appointment, roles, and responsibilities of the participants.

Part 1: Participants and organizational structure

Part 2: Standards development process

Part 3: Drafting of standards

Part 4: Development of CSA American National Standards

Disclaimer

The provisions of this Code are subject to change from time to time, which will be posted on our website at www.csagroup.org.

CSA Group

CSA Group is a global organization dedicated to safety, social good and sustainability. We are a leader in Standards Development and in Testing, Inspection and Certification around the world including Canada, the U.S., Europe and Asia. Our mandate is to hold the future to a higher standard.

CSA GROUP™

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