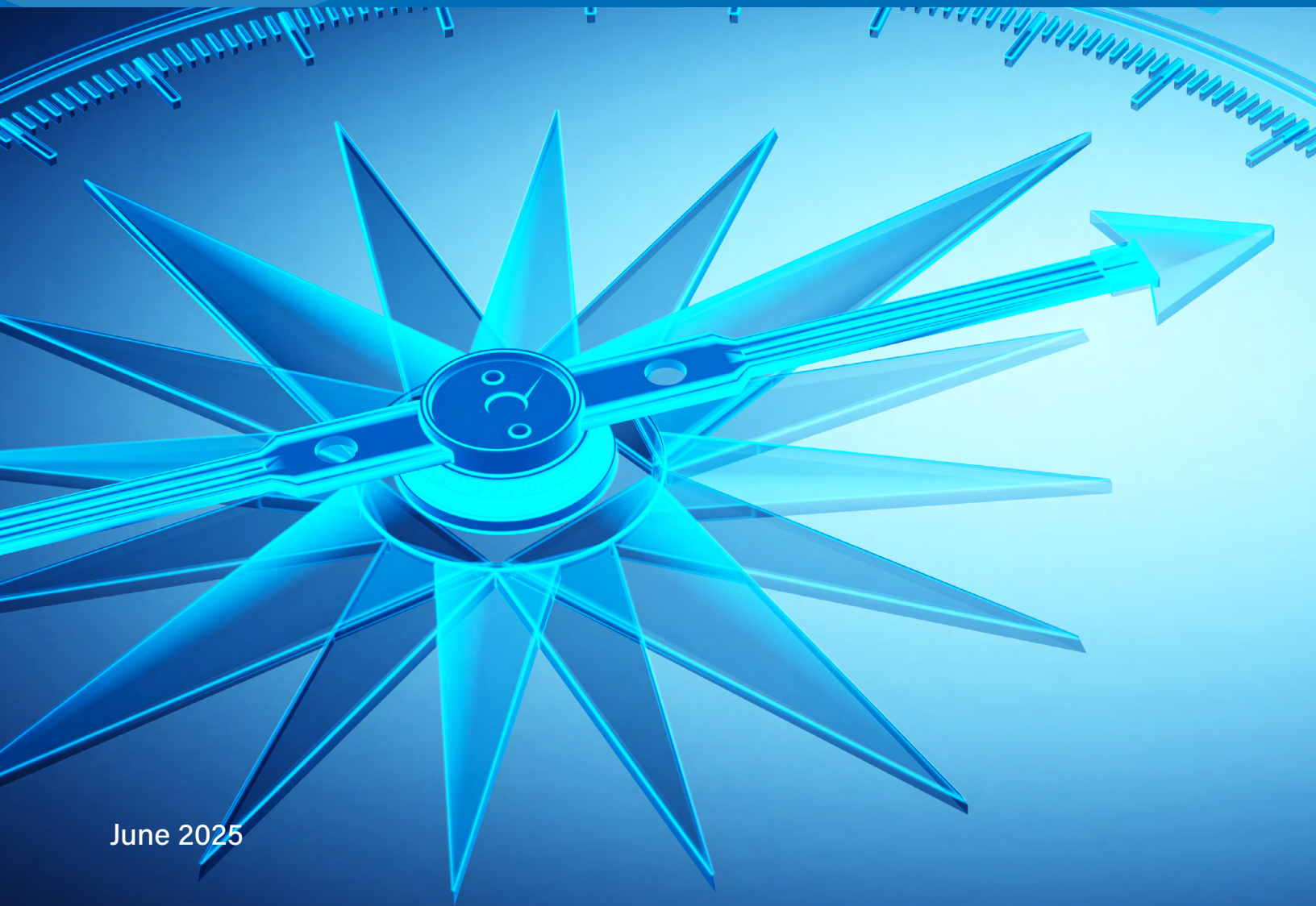
CSA GROUP

Supplier Code of Conduct



June 2025

A Message from CSA Group

CSA Group's success for over a century has been based on core values that define our company. This continued success depends on our ability to maintain our reputation and protect the integrity of our brand. We have a responsibility to hold not just ourselves but also our suppliers to the highest level of ethical standards. We accomplish this goal, in part, through agreements with suppliers who share our principle and commitment to quality, and who operate under a philosophy that focuses on integrity, compliance and safety.

The goal of this Code is to set out the principles and expectations as to how suppliers, its sub-contractors, its subsidiaries or affiliates that provide goods and services to CSA Group, are to conduct business with and deal with CSA Group. This Code also provides the foundation for our ongoing evaluation of a supplier and constitutes additional terms of your contract with CSA Group.

Legal and cultural requirements vary in a global business environment, and CSA Group expects that all our suppliers follow the applicable laws of their country or territory. At the same time, this Code sets forth certain universal requirements that suppliers must follow.

If you have questions or feedback about this Code, or need any additional information or assistance, please contact our Procurement group at procurement@csagroup.org.

Together, let's create a better, safer, more sustainable world.

Sincerely,

Manny Satija
Strategic Initiatives and Supply Chain

Policy Statement

- The core principles and expectations we have of our suppliers covered by this Code are implemented in our daily operations by several policies and procedures.
- The Procurement team has established corresponding purchasing strategies and control measures regarding human rights protection and environmental responsibility.
- Any identified risks must lead to appropriate remedial action within the supply chain.
- All violations can be reported through your point of contact at CSA Group in a strictly confidential manner or through EthicsPoint available at [www.csa.ethicspoint.com] which has anonymous reporting option, if desired.
- Any complaints and corrective measures are processed by the Procurement team in collaboration with management and Legal & Compliance.

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About the Code



A.1 General

As reflected in CSA Group's Code of Conduct, we are committed to the highest levels of integrity and ethical standards. The organization has zero tolerance with respect to unethical business behavior, and it is expected that all our suppliers adhere to practices at least as stringent at those laid out in this Supplier Code of Conduct (Code).

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 Code. All obligations in this Code must apply and be cascaded to sub-suppliers, contractors and agents. You are expected to monitor your company's compliance with this Code and you are responsible for ensuring sub-supplier, contractor and agent adherence to this Code.

A.2 How do I report a violation?

If you believe that the terms of this Code 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 Code, 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. 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 tollfree telephone number or website listed below: Online: www.csa.ethicspoint.com

CSA Group has procedures to identify and investigate potential ethics concerns.

Toll-Free Numbers:

Canada	1-855-212-7615
Canada (French)	1-855-350-9393
China (Southern)	4001200349
China (Northern)	4001200349
Germany	0800 1816365
India	022 5017 0396
Italy (includes San Marino, Vatican City)	800 974 750
Japan	0800-1239345
Korea	00744920
Mexico	800 872 1796
Netherlands	0800 3510020
Singapore	800 852 3075
Taiwan	00801-49-2157
UK	0808 196 8072
U.S.	1-855-212-7615

Integrity & Mutual Respect

B.1 Acting Ethically & Complying with the Law

Preserving trust and acting ethically are core to our operations and those principles extend to our suppliers as well. Our suppliers 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.

We expect our suppliers to:

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

B.2 Bribery, Corruption & Fraud

Corruption can harm communities, cause damage to our reputation, and disrupt markets. That's why we're committed to winning customers and business based on the merit of our products and services and never because of bribery or other illegal activity.

As a global organization, we require all our employees, members, suppliers, contractors and agents to comply with applicable anti-bribery and anti-corruption laws and best practices regardless of cultural norms in different jurisdictions. Bribes, facilitation payments and kickbacks in any form will not be tolerated and are subject to potential criminal prosecution.

Under no circumstances should our suppliers directly or indirectly bribe, or attempt to bribe, any party, including a public official at any level of government, employee or business associate. Our suppliers may not use any illegal or unethical means to obtain an improper business advantage. Bribes and kickbacks can include cash, fees, commissions, credits, gifts, and services in kind. Bribes can be anything of value, not just cash.

We expect our suppliers to:

- Have zero tolerance for corruption.
- Not offer, promise or grant any advantage 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 presenting any invitations or gifts to our employees with the goal of gaining any form of advantage.
- Refrain from asking CSA Group employees or related parties for any inappropriate advantages.

B.3 Fair Competition

We compete for business fairly and honestly in accordance with applicable antitrust laws and gain competitive advantage through technical expertise and superior performance. We are firmly committed to free and open competition and do not engage in any activities with competitors or suppliers that would restrict fair competition. We will not favour or promote the services or products of one company over another, except where public safety may be an issue. Our suppliers must compete in the same manner and abide by all laws that deal with agreements among competitors or resellers, price discrimination, price fixing, and other acts or situations that may unfairly reduce competition.

We expect our suppliers to:

- Avoid price fixing (written, verbal, arrangements or agreements with competitors that improperly raise, lower, or stabilize market prices).
- Avoid price discrimination, (selling similar services or products at different prices to different buyers to maximize sales and profits).
- Always compete in a fair manner and comply with applicable antitrust laws and regulations.

B.4 Conflict of Interest, Gifts & Entertainment

Conflicts of interest arise when individuals or organizations have personal interests that may interfere with, or appear to interfere with, the independent exercise of judgment in business dealings. Suppliers must do business in a way that is transparent and with the highest integrity, always avoiding actual, potential and perceived conflicts of interest.

Suppliers must ensure that the gifts and entertainment they give and receive are not intended or designed to influence or undermine business judgement. We ask suppliers to respect the CSA Group Code of Conduct requirement for giving and receiving gifts, which limits the giving and receiving of business courtesies.

We expect our suppliers to:

- Immediately disclose any conflicts of interest, whether actual, potential or perceived.
- Not to have been a CSA employee within a year of the selection.
- Always avoid gifts and entertainment that could appear to be bribes or raise questions about conflicts of interest for you or CSA Group.
- Make business decisions based on objective criteria only and avoid any conflict of interest, real or perceived.
- Reach out to your CSA Group point of contact in case of any doubts or questions.

B.5 Export Compliance, Trade Sanctions & Conflict Minerals

As a global organization, we are subject to various countries' international trade laws. Certain transfers of technology and technical information are restricted depending on the nature of the item, country of origin, destination, end use and end user. Transferring these technologies or information without the appropriate government licenses and permits can result in serious penalties.

Our suppliers and their operations must not be located in a country, participate in an industry, or be owned by an individual or entity subject to trade sanctions in CSA Group's jurisdictions of operation. This obligation is ongoing and applies for the duration of the supplier's contract with CSA Group. CSA Group also expects that its suppliers do not use conflict minerals components, parts, or products throughout their entire supply chain.

We expect our suppliers to:

- 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.
- Undertake to purchase or process and deliver conflict minerals and their derivatives exclusively in accordance with the applicable international regulations.
- Sanctions checks of your potential suppliers and periodical check tests.
- To carefully investigate any suspected or potential cases of sanctioned suppliers.

B.6 Compliance with Labour & Child Protection Laws

In addition to full compliance with all applicable labour and employment laws, CSA Group commits itself and requires its suppliers to uphold the human rights of workers, to prohibit and refrain from any kind of forced or child labour 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 and throughout the supply chain.
- 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.

B.7 Diversity, Equity & Inclusion

CSA Group maintains a diverse, safe, healthy, and productive work environment, free from discrimination and harassment, whether based on race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, family and marital status, religion, belief and association, social and economic background, political backgrounds, veteran status, education, experience, disability and or any other personal characteristics.

We expect our suppliers to:

- Foster a culture within their organizations of non-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 beliefs, veteran status, education, experience, disability, any other applicable legislatively prohibited grounds or any other characteristics that make individuals unique

B.8 Data Protection, Privacy & Confidentiality

Suppliers may have access to a wide variety of confidential and proprietary information about CSA Group and our clients, members and stakeholders. Suppliers have a duty to safeguard confidential information from unauthorized disclosure. Confidential information includes personal information (any information that can be associated with an individual, as defined by applicable laws). Suppliers that handle employees' and customers' personal information must comply with all regulatory requirements and must comply with CSA Group's security policies prior to handling the personal information.

Any unauthorized retention or disclosure of confidential information may cause irreparable harm to the parties involved and may also result in serious penalties, including regulatory, civil and criminal. You have a responsibility to ensure that you are authorized in advance to disclose CSA Group information to third parties and that they are aware of, and contractually bound to comply with CSA Group's confidentiality and data security requirements.

Only CSA Group approved devices (such as computers, laptops, tablets), software or generative artificial intelligence tools or solutions ("AI") must be used to process CSA Group information. If a device, software or AI is not provided by CSA Group, a security review by CSA IT must be completed before it may be approved for use. CSA Group confidential or internal information should not be placed into unprotected, unauthorized, and/or public AI platforms or browsers. Human error and negligence are common sources of information security breach. Information security trainings, are importance for awareness and to prevent risk of these breaches.

Your obligations with respect to confidentiality continue even after your relationship with us has ended.

We expect our suppliers to:

- Comply with CSA Group Privacy Policy.
- Only use information obtained through their relationship with CSA Group in accordance with CSA instructions and strictly for the purpose for which it was provided.
- Protect CSA group information, systems and network access. Suppliers must have appropriate privacy & data protection and information security policies and procedures in place to protect any confidential information entrusted to them by CSA.
- Protect CSA Group customer, member, and employee personal information in compliance with applicable regulations and CSA group polices.
- Inform CSA immediately of any actual or suspected data breaches, security breaches, or information losses. Suppliers must assist CSA in managing any consequences arising from such events.
- Ensure business continuity and disaster recovery plans are developed, maintained and regularly tested, in accordance with applicable regulatory, contractual, and service level requirements.
- Not subcontract services they perform for CSA Group. Suppliers must not outsource activities that directly impact the delivery of goods and services to CSA Group, without a prior written approval.
- Inform CSA Group of the locations of where any related work will be performed, the possibility of cross-border movement of any CSA Group data, and the identity of parties involved in the provision of the services.
- Ensure computer resources are used appropriately.

B.9 Intellectual Property

Suppliers must not use our trademarks, copyrights, patents, graphics, multimedia and written materials without our written permission.

We employ a zero-tolerance policy with respect to the unauthorized use of our certification mark and other intellectual property. Each supplier must ensure that its own supply chain networks respect the intellectual property rights of others.

We expect our suppliers to:

- Protect our intellectual property and avoid its unauthorized use.
- Immediately report any known infringements or counterfeit use of our certification mark or other CSA Group intellectual property

Health, Safety, Security & Environment

C.1 Healthy Workplace

Maintaining a healthy and safe work environment is one of our core values and that extends to our suppliers. Our suppliers are required to maintain a workplace that is free of violence, discrimination and harassment. We set high standards and our suppliers must meet or exceed the occupational health and safety requirements in the jurisdictions in which they operate.

We expect our suppliers to:

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

C.2 Environmental Responsibility

We strive to be a leader in responsible environmental management and are committed to the protection and sustainability of the environment. This includes complying with all applicable environmental laws, rules and regulations. It is important that our suppliers manage compliance, minimize environmental impact and drive continual improvement of environmental awareness.

We expect our suppliers to:

- Comply with all applicable statutes governing environmental protection.
- 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 effects on the environment and surrounding communities. This includes the responsible use of natural resources and the careful handling of hazardous substances.

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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