

Supplier code of conduct

This CSI Supplier Code of Conduct ("Code") outlines the key principles under which suppliers of CSI and all Associated Companies ("CSI") are expected to operate. This code of conduct can also be viewed on CSI's website.

At the heart of CSI's strategy lies a commitment to sustainable development, encompassing economic, social, and environmental considerations. CSI sources suppliers who share this dedication to responsible business practices and ethical standards.

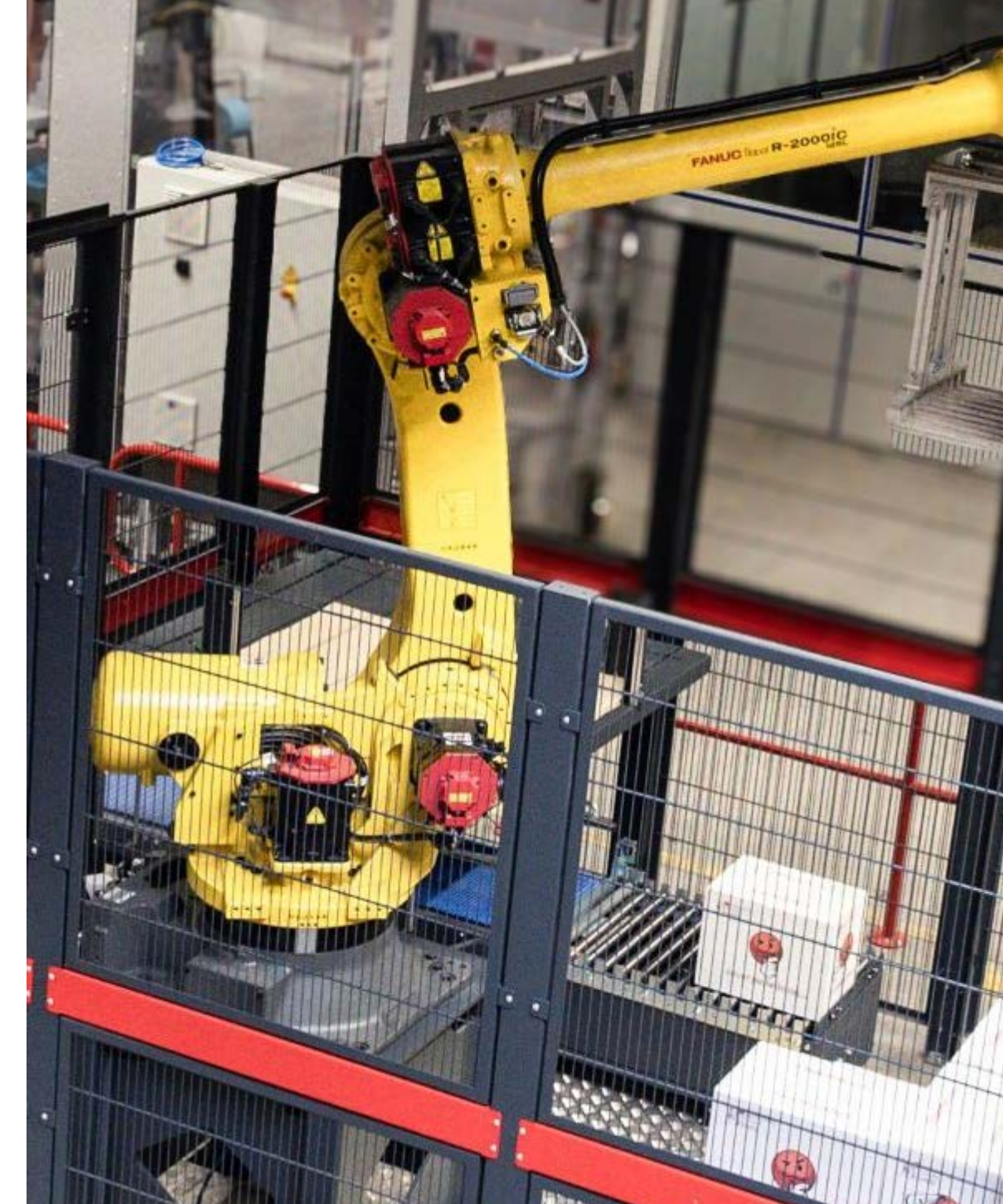
This Code serves to formalize the expectations of CSI and emphasizes the importance of maintaining high standards, irrespective of cultural or legal differences across regions where CSI products are sourced. CSI trusts its suppliers to fully align with the principles outlined herein.

Applicable to all facilities involved in the production of goods for CSI and its subsidiaries, this Code represents the collective commitment to upholding integrity throughout the supply chain.

While CSI acknowledges and respects local regulations, CSI encourages suppliers to surpass minimum requirements and actively promote continuous improvement in their operations. CSI looks forward to a continued collaboration in maintaining the integrity of its business practices.

Rob Sandifort

**Group Purchasing Manager, MT member
CSI Group**



Laws and regulations.

CSi Suppliers must comply with all laws and regulations applicable to their business, including the local laws and regulations of all countries outside suppliers' home country in which operations are managed or services are provided.

CSi certificates.



Human rights.

CSi Suppliers are expected to conduct their business and operations in a way that respects human rights by treating their workers, with dignity and encouraging fair employment practices. This includes providing fair and competitive wages, prohibiting harassment, bullying and discrimination, prohibiting use of child, forced or bonded labour and not engaging in trafficking of persons for any purpose.

Child Labour.

CSi Suppliers must comply with local laws regarding the minimum age of employees. In addition, CSi Suppliers should protect workers under the age of 18 from performing work that is likely to be hazardous or that may be harmful to their health, physical, mental, social, spiritual, or moral development.

Forced Labour.

CSi Suppliers should prevent any involvement in all forms of modern slavery, including human trafficking, forced, bonded or indentured labour. All work should be voluntary on the part of the employee. Suppliers are expected to provide all employees with a clear written contract in a language they understand clearly indicating their rights and responsibilities.

Employment practices.

Suppliers should treat all workers with respect, without bullying or discrimination. Suppliers should create a diverse and inclusive workplace and give equal opportunities to everyone.

Diversity and inclusion.

CSi Suppliers should aspire to a diverse and inclusive work environment where people are provided equal employment opportunity without discrimination. Employees are treated with dignity, respect and fairness, regardless of their race, colour, religion, gender, age, ethnic or national origin, disability, sexual orientation or preference, gender identity, marital status, citizenship status, political preference or any other personal characteristic.

Wages and benefits.

Workers should be paid at least the minimum wage and get all the benefits required by local law. Overtime should be paid fairly.



Working hours.

Suppliers should follow international standards for working hours, ensuring workers have enough rest time. Hours worked beyond the normal work week should be voluntary and in accordance to local law.

Social dialogue and freedom of association.

Workers should be able to talk freely with management about any concerns regarding working conditions, without fear of reprisal, intimidation or penalty. Suppliers are expected to respect any rights of workers to exercise lawful rights of free association.

Disciplinary and grievance mechanism.

CSi Suppliers are encouraged to have an employee disciplinary process in place to address concerns regarding employee work, conduct or absence. In addition suppliers are motivated to have a grievance mechanism for employees to raise a workplace problem or concern or to request a disciplinary decision.

Environment, health and safety.

Environment.

CSi Suppliers are expected to conduct their business in a manner that actively manages environmental risks across their operations, products and supply chain.

CSi Suppliers must comply with all local environmental laws applicable to the workplace, the products produced, and the methods of manufacture. CSi Suppliers are motivated to pursue continuous improvement in the area of environmental stewardship.

Responsible sourcing of minerals.

CSi expects that Suppliers will take reasonable measures to supply metals, materials and/or supplies from “conflict-free” mines. CSi promotes traceability and ethical sourcing practices.

Health and safety.

CSi Suppliers should provide workers a clean, safe and healthy work environment in compliance with all local legally mandated standards for workplace health and safety. This includes any residential facilities a CSi Supplier provides to its workers. CSi Suppliers should meet or exceed the environmental, health and safety laws and regulations of their country of origin.

Community engagement.

CSi suppliers are encouraged to engage with local communities and contribute positively to their well-being. Embracing the principles of corporate social responsibility and ethical business conduct, CSi advocates for supplier involvement in community initiatives. By actively participating in local endeavours, suppliers not only improve their relationships with the communities they operate in but also contribute to the creation of a more sustainable and socially conscious business environment.





Integrity & business ethics.

Prohibition on bribery.

CSi rejects and prohibits Bribery. Bribery might expose CSi and the individuals involved with making, promising, soliciting or receiving Improper Payments to criminal prosecution and civil penalties. Limitations on cash payments and gift provisions are enforced.

Fraud and deception.

CSi Suppliers should not seek to gain an advantage of any kind by acting fraudulently, deceiving people, making false claims or allowing anyone else representing them to do so. This includes defrauding or stealing and any kind of misappropriation of property or information.

Conflict of interest.

CSi Suppliers are expected to avoid all conflicts of interest or situations giving the appearance of a conflict of interest. Suppliers should provide immediate notification to all affected parties in the event that an actual or potential conflict of interest arises.

Payment practices.

CSi Suppliers are expected to be fair and reasonable in their payment practices and pay undisputed and valid invoices on time in accordance with agreed contractual payment terms and applicable laws.

Anti-Money Laundering Commitment.

CSi, as a responsible and ethical organization, is committed to preventing money laundering. CSi endorses its role as a socially responsible company committed to preventing financial crimes and maintaining the highest standards of integrity.

Non-Engagement with Politically Exposed Persons.

CSi maintains a strict policy of not conducting business with Politically Exposed Persons. PEPs include individuals holding prominent public roles, both domestically and internationally. CSi's commitment to transparency and compliance ensures that any associated risks are avoided.

Governance & management systems.

Speak up culture and whistleblower protection.

CSi Suppliers are expected to provide employees and third parties access to adequate reporting channels to seek advice or raise legal or ethical concerns without fear of retaliation, including opportunities for anonymous reporting. CSi expects suppliers to take action to prevent, detect and correct retaliatory actions.

Monitoring and compliance.

CSi may request inspections of production facilities to ensure compliance with the Supplier Code of Conduct. CSi Suppliers are expected to take necessary corrective actions to promptly remedy any identified noncompliance.

Consequences for violating the code.

Failure to meet the expectations outlined in this Code may result in a review of the business relationship and pursuit of corrective actions as per the terms of the procurement contract(s).



Supplier commitment.

As a supplier to CSi, it is agreed that compliance with the principles outlined in the CSi Supplier Code of Conduct is imperative. This can be achieved either by directly adopting this Code of Conduct or by ensuring that the Supplier's own Code of Conduct and current sustainability practices align with the principles set forth herein.

The Supplier shall take the necessary actions to ensure that the principles of the CSi Supplier Code of Conduct principles are extended to its affiliates, subsidiaries and to their subcontractors engaged in business with CSi.

The CSi Supplier Code of Conduct will be part of the tendering process documentation and its adherence by the Supplier will be one of the criteria that will be assessed by CSi during the selection process.

The CSi Palletising Supplier Code of Conduct establishes a minimum standard of best practices. It shall be governed by the law of the existing contract, if applicable. In the absence of a contract, Dutch law shall govern this document.





CSI palletising

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