

# **The Czarnowski Collective Supplier Code of Conduct**

The Czarnowski Collective (the “Collective”) is committed to doing business ethically and responsibly, and we expect the same from our suppliers and business partners. This Supplier Code of Conduct outlines our requirements and expectations for supplier relationships. We expect each supplier to uphold the Collective’s values and comply with our internal policies and procedures and all applicable laws and regulations. Compliance with this Supplier Code of Conduct may be evaluated in supplier assessments, audits, and future bid or proposal requests. The Collective will track non-compliance or infractions within Procurement and report annually to the V.P. of Procurement.

## **HUMAN RIGHTS**

### **Child Labor**

Suppliers must not use child labor. Suppliers will meet the minimum age requirement in each region in which they operate.

### **Forced Labor**

Suppliers will not use forced labor in any form, including but not limited to slave, indentured, and prisoner labor. Suppliers must reasonably ensure that all work is being conducted on a voluntary basis. Suppliers will not, directly or indirectly, use or support human trafficking.

### **Ethical Recruiting**

Suppliers must engage in ethical recruiting practices. Suppliers will not defraud or mislead candidates about the nature of the work, nor will they withhold identity documents. Workers will not be required to pay employer’s recruitment fees.

### **Freedom of Association and Collective Bargaining**

Suppliers will comply with all applicable laws and regulations that protect employees’ freedom of association and collective bargaining.

### **Working Hours**

Suppliers will comply with all applicable laws and regulations regarding work hours, wages, benefits, and other compensation. Suppliers will provide fair and timely compensation that meets or exceeds legal minimum requirements.

### **Harassment and Discrimination**

Suppliers will not discriminate based on race, ethnicity, color, gender identity, sexual orientation, religion, age, veteran status, disability, pregnancy, or any other factors that may be covered by local law.

## HEALTH & SAFETY

Suppliers will provide a clean and safe working environment that meets or exceeds local legal standards. Suppliers will have safety policies and procedures to safeguard employees. Suppliers will regularly assess health and safety risks in the workplace and implement correction plans and preventative measures to mitigate health and safety hazards.

## ENVIRONMENT

Each supplier will comply with all applicable environmental laws and regulations in the countries in which it operates. Suppliers will conduct business in an environmentally responsible manner. Suppliers will work to increase efficiency to reduce emissions, energy use, waste, and water over time. Each supplier will protect the environment in the communities in which it operates.

## RESPONSIBLE PROCUREMENT

Suppliers will exercise due diligence to ensure materials are sourced responsibly. Suppliers will implement and maintain third-party auditing for all suppliers.

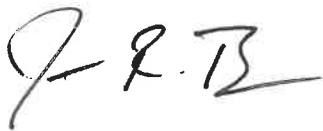
## ETHICS AND INTEGRITY

### **Anti-Corruption and Anti-Bribery**

Suppliers will not permit corruption, bribery, extortion, embezzlement, or fraud in any form. Each supplier will abide by all applicable anti-corruption and anti-bribery laws and regulations of the countries in which it operates.

### **Ethical Behavior**

Each supplier will act ethically and responsibly throughout its supply chain. Suppliers will respect intellectual property rights and comply with all applicable privacy, data protection, and cybersecurity laws and regulations.



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