

CGT SUPPLIER

Code of Conduct



To do business with CGT, our suppliers must meet standards for workers' rights and environmental sustainability.

CGT is committed to understanding and continuously improving social and environmental conditions in our supply chain. We believe that suppliers who work to continuously improve social and environmental standards will also have in place the essential foundation to consistently produce first-quality goods.

We require our suppliers to uphold the CGT Code of Conduct. CGT monitors compliance with the standards in this code, and we require full and open access to the facilities where our products are made to make sure workers are fairly treated in safe and healthy workplaces.

Complying With the Law

Suppliers shall comply with all legal and regulatory requirements in the country where they do business. This requirement includes the safeguarding of workers' rights under national and international labour and social security laws and regulations.

Anti-Bribery

Suppliers shall comply with applicable laws that prohibit the giving of anything of value to any person or entity to obtain an improper business advantage, as well as laws that require accurate bookkeeping records. At a minimum, our Suppliers must not:

- (i) offer, promise or give anything of value to influence improper performance or to obtain business or an advantage in the conduct of business
- (ii) request, agree to receive, or accept anything of value to influence improper performance or to obtain business or an advantage in the conduct of business; or
- (iii) bribe a foreign public official.

Conflicts of Interest

CGT employees are required to report any conflict of interest that could impact making or influencing a business decision. Suppliers are expected to follow the same requirements and inform us promptly if it has a family or close personal relationship with any CGT employee that could impact or influence a business decision that may benefit the supplier.

Import/Export Laws

We expect our suppliers to comply with all applicable import/export control laws, as well as laws that prohibit or restrict business relationships with sanctioned countries, entities, persons, or industry sectors.

Sourcing Materials from Areas of Conflict and Reporting Conflict Minerals

When requested, our suppliers are required to provide data and reports in the form we request, regarding their use of such minerals in their products. Furthermore, suppliers may be required to request similar information of their suppliers to establish the origin of such minerals, and to provide their findings to us.

Voluntary employment

There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or other forms of forced labour.

Child labour

No person shall be employed under the age of 16 or under the age for completion of compulsory education, whichever is higher.

Diversity and Inclusion

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or Abuse

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Health and safety

Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. The same standards shall apply to residential facilities, where they are offered.

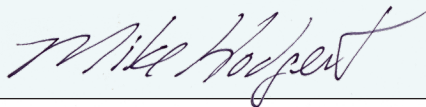
Environment

Suppliers shall comply with environmental laws and adopt credible, proactive measures to mitigate negative impacts on the environment. CGT requires suppliers to be transparent about environmental impacts and steps taken to mitigate those impacts and commits to work with our suppliers to identify priorities for action and opportunities for improvement.

Community

CGT encourages suppliers to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

We hereby confirm that we share, respect and adhere to and apply the core values as stated in the above.



VP of NA Supply Chain



Director Purchasing NA



CGT CORPORATE HEADQUARTERS

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