



We are the business behind business®.

CSC Supplier Code of Conduct

Last revised: December 5, 2025





Thank You for Being a Valued Partner in Responsible Growth

At CSC, we believe that sustainability and integrity must guide every part of our value chain. As a global business, we recognize that our impact extends far beyond our own operations and that our suppliers are essential partners in building a more responsible and resilient future.

This supplier code of conduct outlines the expectations we hold for everyone who works with us, grounded in our shared commitment to ethical conduct, human rights, environmental stewardship, and fair business. It reflects not only Our Values, but also Our Purpose of enabling responsible business growth around the globe, while creating an environment in which our people, partners, clients, and communities are better off tomorrow than they are today.

Thank you for partnering with us to uphold these principles and build a more sustainable and inclusive future together.

Jodi Schutsky

Global Director of Procurement



Our Purpose

To be a great, enduring, profitable company by enabling responsible business growth around the globe, while creating an environment in which our people, partners, clients, and communities will be better off tomorrow than they are today.



Our Values

Service: We are relentless in our pursuit of customer satisfaction. *We deliver excellence.*

Teamwork: We produce superior results by working together inclusively. *We believe that 1+1>2.*

Tenacity: We make quick informed decisions, take action, and stick with it until the job gets done. *We find the best way.*

Agility: We challenge the status quo, embrace change, adapt, and innovate. *We are never complacent.*

Genuine: We are straightforward, open, and honest, with the highest levels of integrity and care. *We build trust.*





Scope

- CSC is committed to conducting business in a sustainable and responsible way.
- This supplier code of conduct outlines the minimum standards we expect our suppliers to meet in areas including integrity, ethics, human rights, labor practices, social responsibility, and environmental stewardship.
- The code applies to all CSC suppliers, as well as any individuals or teams working on their behalf (collectively referred to as “suppliers”). Where local laws or regulations set higher standards than those outlined in this code, those legal requirements take precedence.
- CSC expects its suppliers to have appropriate policies, procedures, and training in place to support alignment with this code. We value collaboration and are committed to working with our suppliers to improve practices where needed.



Our commitment to our suppliers

- We’re committed to the effective management and control of our supply chain. In support of this commitment, we will:
 - Treat suppliers in a fair and consistent way.
 - Engage and communicate with suppliers in a clear and transparent manner.
 - Behave professionally and ethically in our dealings with suppliers.
 - Hold our supply chain to the same high standards that we expect of ourselves.
 - Foster collaboration and continuous improvement across our supplier relationships.



What we ask of you

- Our expectations are grouped into four key areas aligned with CSC’s sustainability framework.
- Where we’ve established clear, non-negotiable requirements, you’ll see the phrase “must” or “we expect.” In some areas we aspire to meet certain standards, and in these cases, we use the phrase “we encourage.” These expectations complement our internal policies and ways of working, some of which you may be asked to comply with depending on the services you provide to us.
- We encourage our suppliers to raise any concerns—big or small—about behavior that may violate the law or this code. Concerns can be shared with your usual CSC contact or reported directly to our Compliance Team at compliancehotline@cscglobal.com. You can do so without fear of retaliation.



People and culture

We care deeply about creating an equitable, inclusive, and supportive workplace where every colleague can thrive.

Human rights and labor

- **Our guiding principle:** As a signatory to the U.N. Global Compact, CSC is dedicated to upholding the principles of the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights across our operations and supply chains.
- **Your commitment:** Suppliers are expected to support and uphold human rights in dealing with all their stakeholders.

Modern slavery and child labor

- **Our guiding principle:** CSC is opposed to and does not tolerate any form of child labor.
- **Your commitment:** Suppliers shall not use child labor, and all personnel must meet applicable minimum legal age requirements.

Harassment, violence, and bullying

- **Our guiding principle:** CSC does not tolerate any form of harassment, violence, or bullying toward any individual.
- **Your commitment:** We expect our suppliers to treat all personnel with respect and dignity. No personnel should be subjected to threats, intimidation, bullying, stalking, sexual harassment, or any other form of abusive or inappropriate behavior.

Freedom of association

- **Our guiding principle:** CSC supports the right of individuals to lawfully form and join organizations of their choosing in a peaceful and respectful manner.
- **Your commitment:** We expect our suppliers to respect and uphold this right for their own personnel.

Diversity and belonging

- **Our guiding principle:** CSC is committed to providing equal opportunities for all and to creating an environment where everyone is valued and respected.
- **Your commitment:** Suppliers must ensure fair and equitable hiring and employment practices free from discrimination based on race, religion, age, gender, national origin, citizenship status, marital status, sexual orientation, personal characteristics, gender identity, disability, pregnancy, or any other legally protected status.

Working hours and compensation

- **Our guiding principle:** CSC is committed to fair working hours and lawful compensation.
- **Your commitment:** Suppliers must comply with applicable national laws regarding working hours, wages, and overtime, and are expected to limit overtime to levels that support safe and sustainable working conditions.

Health, safety, and well-being

- **Our guiding principle:** Happy and engaged colleagues help CSC succeed. Ensuring our people have a safe environment and the right health and well-being support is a top priority for us.
- **Your commitment:** We expect our suppliers to share this commitment by providing safe, healthy, and supportive working environments for their personnel. This includes meeting all applicable local and national laws, and ensuring personnel have access to appropriate facilities, training, and safety information.



Integrity and accountability

At CSC we enable responsible growth by maintaining the highest level of compliance, ethical business conduct, and governance.

Anti-bribery and corruption

- **Our guiding principle:** At CSC, we act with integrity. Bribery and corruption have no place in our business—they're unethical and go against Our Values and global code of conduct. We support this with clear policies, colleague training, compliance checks, and a global whistleblowing hotline.
- **Your commitment:** We expect our suppliers to have and maintain similar policies, to uphold high standards of ethical behavior in all aspects of their work. They should promote a culture of honesty, transparency, and accountability within their own operations, and fully comply with all antitrust and competition laws in the countries where they operate.

Gifts and entertainment

- **Our guiding principle:** At CSC, we expect our people to use sound judgment when offering or accepting business courtesies and to avoid any situation that could create or appear to create a conflict of interest or improper influence.
- **Your commitment:** Gifts or hospitality must never be offered or accepted with the intent to influence a business decision. They should always be modest in value, occasional, and appropriate to the context—never creating or appearing to create a sense of obligation or expectation.

Conflicts of interest

- **Our guiding principle:** CSC colleagues are expected to conduct their work and any outside activities in a way that avoids both actual and perceived conflicts of interest with CSC or its clients.
- **Your commitment:** If a supplier becomes aware of an actual or potential conflict or a sensitive situation that could impact its work with CSC, we expect you to let us know promptly by contacting our Compliance Team at compliancehotline@cscglobal.com.
- **Examples of potential conflicts include:**
 1. A personal or family relationship with a CSC colleague involved in the business relationship.
 2. Outside work or consulting that may interfere with the supplier's ability to act in CSC's best interest.

Data privacy

- **Our guiding principle:** CSC is committed to safeguarding our own information as well as that of our clients.
- **Your commitment:** We expect our suppliers to have strong information security systems in place, with safeguards that protect CSC's information—as well as that of our clients, colleagues, and third parties—in line with all applicable laws and regulations. We expect our suppliers to notify us immediately if there is anything that might put our or our client's data at risk.



Cybersecurity

- **Our guiding principle:** At CSC, we are committed to maintaining the highest level of cybersecurity. We protect our systems, data, and operations through robust, regularly reviewed security processes.
- **Your commitment:** We expect our suppliers to uphold strong cybersecurity standards by implementing controls that identify, mitigate, and protect against relevant cyber risks. Suppliers must ensure their security measures are regularly reviewed and remain effective. If a supplier becomes aware of a cyber incident or potential breach that could impact CSC, including the security of our systems, data, or operations, they must notify us immediately.

Intellectual property

- **Our guiding principle:** CSC retains exclusive rights, title, and interest in its intellectual property, including copyrights, trade secrets, patents, trademarks, and other proprietary creations.
- **Your commitment:** We expect our suppliers to respect and actively protect CSC's intellectual property and to maintain the confidentiality of any related business information. Suppliers should take appropriate steps to safeguard these rights and ensure that CSC's intellectual property is used, shared, and disclosed only with prior authorization.

Financial integrity, accurate records, and reporting

- **Our guiding principle:** At CSC, we hold ourselves to high standards of accountability and transparency in everything we do.
- **Your commitment:** Suppliers must honestly and accurately record and report all financial and business information in accordance with applicable laws, regulations, and internationally recognized accounting and reporting standards. Suppliers are expected to fully comply with all relevant tax laws and regulations in the countries where they operate. This includes accurate reporting, timely payment of taxes, and maintaining transparent tax practices.

Fighting corrupt practices (anti-money laundering)

- **Our guiding principle:** At CSC, we are committed to conducting business with the highest level of integrity and transparency. We have zero tolerance for corruption, bribery, international sanctions violations, or any activities that facilitate money laundering or the financing of illegal activities.
- **Your commitment:** Suppliers are expected to operate in full compliance with all applicable anti-corruption and anti-money laundering laws and regulations and are expected to comply with national and international sanctions policy and legislation.



Environmental sustainability

CSC is committed to continuously evolve our operations and services to grow our business in a sustainable way creating a greener future for all.

- **Our guiding principle:** We comply with all applicable environmental laws and regulations and strive to minimize our environmental impact. We conduct materiality assessments to help us understand and prioritize actions on the most significant sustainability topics for our business and stakeholders.
- **Your commitment:** We encourage our suppliers to actively work toward reducing their environmental footprint and reporting on their progress. We welcome suggestions for ways to reduce CSC's carbon footprint and identify opportunities for greener initiatives in our shared value chain.



Responsible partnerships

We engage with our people, partners, clients, and communities who share Our Values and want to create a better tomorrow than we have today.

Compliance with the law

- **Our guiding principle:** The standards of conduct described in this code of conduct are important to the ongoing success of CSC. Where applicable, we will support suppliers to meet and exceed the standards outlined in the code. From time to time, we may request relevant information to help us meet our own responsibilities for monitoring, reporting, and verifying compliance with the code.
- **Your commitment:** Suppliers who work for or with CSC and its clients—and who receive this code—agree to adhere to the requirements and expectations set out here, and to comply with the applicable laws and regulations in the countries where they operate. If any ethical or legal compliance issues arise that raise any queries or questions, or may cause CSC to have a regulatory issue, the supplier has the right and responsibility to notify CSC immediately.

Thank you for your continued efforts and collaboration with CSC.

