

SUPPLIER CODE OF CONDUCT

Christie® is committed to the highest standards of corporate social responsibility and ethical business codes. Commitment to ethical business codes is a key part of operating with integrity, honesty, and respect. The supplier code of conduct is designed to ensure suppliers have a clear understanding of how Christie expects to conduct business with suppliers. This code applies to all Christie suppliers and sub-suppliers.

Forced labor

Christie suppliers must have measures to ensure that their own organizations and supply chains are free from slavery and human trafficking and must not use forced labor of any type; employment is voluntary.

“forced labor” means labor or service provided or offered to be provided by a person under circumstances that:

- a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labor or service; or
- b) constitute forced or compulsory labor as defined in article 2 of the Forced Labour Convention, 1930 of the International Labour Organisation, adopted in Geneva on June 28, 1930.

Child labor

Christie suppliers must not use child labor.

“child labor” means labor or services provided or offered to be provided by persons under the age of 18 years and that

- a) are provided or offered to be provided under circumstances that are contrary to applicable laws;
- b) are provided or offered to be provided under circumstances that are mentally, physically, socially, or morally dangerous to them;

- c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work; or
- d) constitute the worst forms of child labor as defined in article 3 of the Worst Forms of Child Labour Convention, 1999 of the International Labour Organisation, adopted in Geneva on June 17, 1999.

Respect and dignity

Christie suppliers will treat all employees with respect and will not use corporal punishment, threats of violence, or other forms of mental/physical force or harassment.

Ethical dealings

Christie expects our suppliers to conduct their business in accordance with the highest ethical standards. Suppliers must strictly comply with all laws and regulations on bribery, anti-corruption, and prohibited business practices.

Non-discrimination

Christie suppliers will not discriminate in hiring and employment practices on grounds of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, or any other ground that is protected pursuant to applicable laws or regulations.

Wages and benefits

Christie suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates, and other elements of compensation, and provide legally mandated benefits. Deductions from wages shall not be allowed as a disciplinary measure. The basis on which workers are paid is to be specified in a timely manner via pay stub or similar documentation.

Working hours

Christie suppliers will not surpass worker work hours and will properly compensate overtime as may be stipulated by applicable laws and regulations. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum work week is less, that standard shall apply. Employees should be allowed at least one day off per seven-day week.

Health and safety

Suppliers will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, Christie suppliers must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard of health and safety in any housing that is provided for employees.

Suppliers should strive to implement management systems to meet these requirements.

Monitoring/record keeping

Suppliers should maintain documentation necessary to demonstrate compliance with this code and must provide Christie with access to that documentation upon Christie's request.

Protection of the environment

Christie suppliers will operate in a manner that is protective of the environment. At a minimum, suppliers must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits, and environmental reporting.

Suppliers must also comply with any additional environmental requirements specific to the products or services being provided to Christie as called for in design and product specifications and contract documents.

Environmental packaging

Christie suppliers will minimize their global environmental footprint by minimizing inbound and outbound packaging waste. Christie encourages suppliers to utilize environmentally friendly alternatives for packaging their products and avoid foams and plastic wraps that ultimately reside in landfills.

Potential substitute products to consider are paper wrap, indented or crushed papers, paper peanuts, recyclable/biodegradable plastics and/or foam substitutes to name a few.

Reduction of carbon footprint

Christie suppliers will strive to develop programs that utilize the most environmentally friendly transport methods in an effort to minimize carbon emissions. Methods for attainment include utilizing ocean freight instead of air freight/couriers, consolidating freight to lower the overall shipment frequency and considering total delivered cost of materials during the procurement process as opposed to piece price alone.

For the most current specification information, please visit christiedigital.com

Copyright 2024 Christie Digital Systems USA, Inc. All rights reserved. Our centers of excellence for manufacturing in Kitchener, Ontario, Canada and in Shenzhen, China are ISO 9001:2015 Quality Management System-certified. All brand names and product names are trademarks, registered trademarks or tradenames of their respective holders. "Christie" is a trademark of Christie Digital Systems USA, Inc., registered in the United States of America and certain other countries. CD4301-Christie-supplier-code-of-conduct-Mar-24-EN

CHRISTIE[®]