



SUPPLIER CODE OF CONDUCT

The Conference of State Bank Supervisors (CSBS) supports state regulators in advancing the system of state financial supervision by promoting safety and soundness, consumer protection and economic growth and fostering innovative, responsive supervision.

Compliance with the Supplier Code of Conduct

It is CSBS's goal to establish trusted partnerships with ethical Suppliers who follow our Supplier Code of Conduct. Accordingly, our third-party consultants, subcontractors, instructors, vendors, and service providers (and their employees, personnel, agents and subcontractors), collectively, "Supplier(s)", must adhere to this Supplier Code of Conduct while conducting business with or on behalf of CSBS. Supplier must promptly inform their CSBS contact when you see or suspect practices that may be a violation of this Supplier Code of Conduct. CSBS expects Supplier to report such behavior, whether the concern involves the Supplier. CSBS prohibits retaliation against any person who raises a concern.

While CSBS expects Suppliers to self-monitor, CSBS may conduct an audit to confirm compliance with this Supplier Code of Conduct. Suppliers operating in an unlawful manner or in a manner that is inconsistent with this Supplier Code of Conduct or any agreements Supplier has with CSBS risk termination of their business relationship with CSBS.

The Supplier Code of Conduct is the foundation of our relationship with our suppliers - creating a mutual understanding of CSBS's core values and beliefs. The purpose of the Supplier Code of Conduct is to outline our expectations according to law and CSBS's core values and beliefs - ensuring consistent compliance from our suppliers.

Commitment to Public Reputation

Supplier understands that at all times during the term of this Agreement, Supplier shall conduct themselves with due regard to public conventions and morals and refrain from any behavior that may be objectionable to CSBS or that places CSBS in a negative or unfavorable light.

Workplace Standards

Suppliers are required to follow all general workplace standards and must comply with all applicable laws and regulations, including those that relate to labor, wage, working hours, discriminatory hiring and employment practices, and health and safety. This commitment establishes and ensures a safe working environment for all employees.

Risk Management

We expect Suppliers to develop and maintain processes that identify risks in all areas addressed in this Code; assess the significance of each risk; and implement appropriate procedures and controls to minimize the identified risks.



Performance Objectives

We require Suppliers to develop and outline performance objectives and implementation plans, including assessments of performance against those specified objectives.

Subcontractors

We must be informed of all subcontractors. Suppliers are responsible for educating and training subcontractors and ensuring subcontractors are compliant with the provisions of this Code and the law.

Ethics

We expect the highest standard of ethics, integrity, and responsibility in all our operations and endeavors. Suppliers are required to be ethical in all aspects of their business, practices, operations, and relationships.

Intellectual Property

Suppliers must respect CSBS intellectual property rights, including processes, information, and technology. Suppliers are expected to take the necessary precautions to safeguard CSBS knowledge.

Insider Trading

Suppliers with access to Confidential Supervisory Information (CSI) cannot purchase, sell, or trade securities if they are in possession or aware of non-public material information about a company under supervision by a state or federal agency. Non-public information is information which is not available to the general public and which could influence an investor to buy, sell, or hold securities.

Safe Conduct

Supplier must help maintain a safe, professional, and respectful environment for all with whom Supplier engages, including participants, attendees, instructors, speakers, volunteers, exhibitors, service providers, and CSBS staff. This expectation applies to all CSBS-related events, meetings, and activities, whether in person or virtual. Supplier must not engage in harassment, intimidation, discrimination in any form, or verbal abuse. Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, instructor, speaker, volunteer, exhibitor, CSBS staff member, service provider, or other meeting guest. CSBS maintains a zero-tolerance policy for harassment and discrimination.

Violations and Reporting Concerns

CSBS reserves the right to take appropriate action in response to violations of this Code of Conduct, including for-cause termination of a contract and removal from eligibility to be a Supplier.



You have an obligation to report to CSBS any breaches of this Code of Conduct. To report questionable behavior or potential violation of this Code of Conduct, please contact your primary contract manager.