



Creative Services Limited (CSL)
Supplier Code of Conduct
(Version-1, Effective from January 01, 2024)

1. Introduction

Creative Services Limited (CSL) is committed to conducting business ethically, responsibly, and sustainably. As part of our commitment to integrity and corporate social responsibility, we expect our suppliers and business partners to adhere to the principles outlined in this Supplier Code of Conduct. This Code of Conduct sets forth the standards of behavior, ethics, and responsibility that we expect our suppliers to uphold in their dealings with CSL.

2. Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and industry standards governing their operations, including but not limited to labor laws, environmental regulations, health and safety standards, and anti-corruption laws.

3. Ethical Business Practices

Suppliers must conduct business with integrity, honesty, and transparency, and refrain from engaging in any form of bribery, corruption, fraud, or unethical behavior.

4. Labor Practices

Suppliers must uphold the rights and dignity of workers and ensure fair and equitable treatment for all employees. This includes:

- Providing safe and healthy working conditions that comply with applicable occupational health and safety regulations.
- Respecting the rights of workers to freedom of association and collective bargaining.
- Prohibiting forced labor, child labor, and any form of human trafficking or exploitation.
- Providing fair wages, benefits, and working hours in accordance with applicable laws and industry standards.

5. Environmental Responsibility

Suppliers must minimize their environmental impact and operate in an environmentally responsible manner. This includes:

- Complying with environmental laws and regulations and obtaining necessary permits and approvals for their operations.
- Implementing measures to conserve natural resources, reduce waste, and minimize pollution.
- Promoting sustainability and responsible use of resources throughout their supply chain.

6. Ethical Sourcing

Suppliers must ensure that the goods and materials they provide to CSL are sourced ethically and responsibly, with consideration for human rights, environmental sustainability, and social impact.

7. Confidentiality and Intellectual Property

Suppliers must respect the confidentiality of CSL's proprietary information and intellectual property rights and refrain from disclosing or using such information for unauthorized purposes.

8. Conflict of Interest

Suppliers must disclose any actual or potential conflicts of interest that may arise in their dealings with CSL and refrain from engaging in activities that may compromise their objectivity, independence, or integrity.

9. Reporting Violations

Suppliers are encouraged to report any violations of this Code of Conduct or concerns about unethical behavior to CSL's designated contact person or through established reporting mechanisms.

10. Compliance and Accountability

Suppliers who fail to comply with this Supplier Code of Conduct may be subject to corrective action, including but not limited to termination of contracts, suspension of business relationships, and legal recourse, depending on the severity and impact of the violation.

11. Conclusion

By adhering to this Supplier Code of Conduct, suppliers demonstrate their commitment to ethical business practices, social responsibility, and sustainability, aligning with CSL's values and contributing to a positive and ethical business environment.