



Supplier Code of Conduct

As a leading logistics provider, CJ ICM is committed to the highest standards of ethical, social and environmental responsibility. These levels of commitment are entrenched in CJ ICM's culture and workplace practice.

The way we purchase supplies and contract out operations affects our reputation as a responsible corporate citizen. Our suppliers play an important role as enablers of our sustainable growth and overall success.

CJ ICM has set forth principles that are imperative to its sustainability and long term success. As a key supplier to CJ ICM, you agree to uphold the highest standards of principles, including those entrenched in this Supplier Code of Conduct.

1. Ethical Standards

CJ ICM expects all suppliers to uphold the highest standard of ethical conduct in all business transactions that they undertake both domestically and abroad.

- Complying at all times with all applicable laws of the legal system that the Supplier is domiciled in.
- Suppliers shall comply all applicable international and local anti-corruption and bribery laws and standards.

2. Health and Safety

Suppliers shall comply with occupational health and safety regulations and provide a work environment that is safe and conducive to good health in order to preserve the health of employees and prevent accidents, injuries and work-related illness.

3. Export Controls

Supplier agrees to abide by all applicable import, export control and sanctions laws, regulations, orders and requirements, as they may be amended from time to time, including without limitation those of the United States, the European Union and the jurisdictions in which it is established or from which items may be supplied including but not limited to:

- Council Regulation (EU) No 267/2012 of 23 March 2012, Council Regulation (EU) No 359/2011 of 12 April 2011, Council Decision 2010/413/CFSP of 26 July 2010 and Council Decision 2011/235/CFSP of 12 April 2011 concerning restrictive measures against Iran, as amended.



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- The Export Administration Regulations (EAR) administered by the United States Department of Commerce.
- The International Traffic in Arms Regulations (ITAR) administered by the United States Department of State.
- US Sanctions administered by the United States Department of the Treasury.
- United Nations Sanctions.

4. Gifts and Bribes

Supplier agrees not to receive, transfer, transport, retain, use, structure, divert, or hide the proceeds of any criminal activity whatsoever, including drug trafficking, fraud, and bribery of a government official or other persons that may or may not be related to CJ ICM or the Supplier's business.

The supplier may not offer services, gifts or benefits to CJ ICM employees in order to influence employee conduct in representing CJ ICM.

5. Rights of Employees

Suppliers shall not employ children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted in any case if it hinders a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (ILO convention 138).

In addition, Suppliers shall not use forced, indentured or involuntary prison labor and shall comply with local laws and working hours, wages and benefits. Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status is not tolerated.

6. Anti Terrorism

Supplier agrees not to engage or become involved in, financing, or supporting financially or otherwise, sponsoring, facilitating, or giving aid to any terrorist person, activity or organization.

7. Protection of Confidential Information

Supplier agrees to protect the intellectual property rights of CJ ICM and others, including the protection of confidential information relating to pricing, resources, and employees and agrees not use such information for any purpose other than the business purpose for which it was provided, unless the owner of the information provides prior authorization.

8. Environment

Suppliers shall comply with all applicable environmental laws, regulations and standards in the conduct of its business. Supplier is encouraged to conserve natural resources and where possible employ the use of environment friendly systems and technology along with the conservation of natural resources.



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9. Conflict of Interest and Transparency

Supplier agrees to not engage in improper influence or practices that that motivated by non-business considerations. Any situation or relationship, whether with CJ ICM or others that is a conflict of interest should be avoided and as such, Supplier agrees to remain objective in undertaking its business with CJ ICM.

Declaration of the Supplier

We have received a copy of the Supplier Code of Conduct and hereby commit ourselves, in addition to our commitments set out in the supply agreements and/or purchase orders with CJ ICM, to comply with its principles and requirements.

We agree that any breach of the principles stipulated in this Supplier Code of conduct is considered a material breach of contract by the Supplier.

We agree that this declaration is subject to the substantive laws, legal proceedings and venue which are set out in the supply agreements and/or purchase orders concluded between CJ ICM and us.

Name and Signature

Company Stamp