**CODE OF CONDUCT FOR SUPPLIERS OF GOODS AND SERVICES**

CRS is committed to the principles of responsible sourcing, and we expect our suppliers and service providers to fully comply with contractual obligations to include CRS's terms and conditions, relevant/otherwise applicable local laws and to adhere to internationally recognized environmental, social, and corporate governance standards. We also expect our suppliers to apply these standards to their suppliers and subcontractors as inspired by [the United Nations Global Compact Initiative](https://www.unglobalcompact.org/), [the United Nations Guiding Principles and Human Rights](https://www.unglobalcompact.org/library/2), [the ILO Declaration on Fundamental Principles and Rights at Work](https://www.ilo.org/declaration/lang--fr/index.htm), [the Code of Conduct of the Better Business Initiative (ETI),](https://www.ethicaltrade.org/sites/default/files/shared_resources/eti_case_code_-_french.pdf) and the  [Applicable CRS policies, procedures and standards](https://www.crs.org/about/compliance).

**Social**

* Prohibit all forms of harassment, sexual harassment, exploitation, and abuse, including sexual exploitation and abuse, and trafficking in persons. Any sexual activity with a child, defined as a person under the age of 18, is considered sexual abuse regardless of the age of local consent.
* Have mechanisms in place to actively prevent, combat and respond to harassment, sexual harassment, exploitation, and abuse, including sexual exploitation and abuse, and trafficking in persons.
* Support the protection of internationally proclaimed human rights and prohibit forced labor, debt bondage, involuntary labor, and child labor.
* Do not recruit or employ children under the age of 15. Not to recruit or employ children under the age of 18 for work that is mentally or physically hazardous or that interferes with schooling.
* Treat employees with dignity and respect and provide a safe and hygienic workplace, compliant with national laws and free from discrimination based on race, gender, age, religion, sexuality, culture, or disability.
* Provide accessible and confidential reporting mechanisms to employees and other stakeholders to report concerns or suspicions of any form of harassment, abuse and exploitation described above as well as any potentially illegal practices by management or employees.
* Commit to protecting whistleblowers or whistleblowers from retaliation
* Respect freedom of association and the right to collective bargaining in accordance with applicable laws.
* Ensure that wages and hours of work comply with national legal standards.

**Governance**

* Comply with all applicable national and international trade laws and regulations, including but not limited to antitrust laws, trade regulations and sanctions regimes.
* Think of business integrity as the basis of business relationships.
* Prohibit all types of bribery, corruption, money laundering and terrorist financing.
* Prohibit gifts to private or public officials to influence business decisions or encourage them to act contrary to their obligations.
* Respect the confidential information and privacy of all employees and business partners and protect data and intellectual property from misuse.
* Implement data protection and management standards regarding the collection, backup, cleansing and disposal of data. The owner of the data must be aware of the terms and conditions of data sharing and must give consent in accordance with [CRS's Responsible Data Values and Principles](https://www.crs.org/about/compliance/crs-responsible-data-values-principles).
* Implement appropriate compliance management policies and procedures that facilitate compliance with applicable laws, regulations, and standards.

**Environment**

* Comply with all applicable environmental, health and safety regulations.
* Promote the development, manufacture, transportation, use and safe and environmentally friendly disposal of your products.
* Ensure, using appropriate management policies and procedures, that product quality and safety meet applicable requirements
* Protect the lives and health of your employees and those around you, as well as the general public, from the dangers inherent in processes and products.
* Efficient use of resources, apply energy-efficient and environmentally friendly technologies and reduce waste and emissions to air, water, and soil.

CRS reserves the right to conduct audits or due diligence to ensure your compliance and will take reasonable steps to investigate or otherwise take appropriate steps to address concerns. CRS reserves the right to terminate any relationship for non-compliance with the requirements mentioned above.

If you have any concerns or suspicions about any form of harassment, abuse and exploitation described above and in CRS's safeguard policy, illegal or inappropriate conduct, you must report through one of the following channels:

* CRS Whistleblowers website: [Http://bit.ly/crshotline](https://secure.ethicspoint.com/domain/media/fr/gui/12748/index.html)
* Email : *3a3T lert@crs.* *org**33T*

-Skype: 1-866-295-2632

* Mail:

Attention: Director of the Legal Department

Catholic Relief Services

228 W. Lexington Street

Baltimore, MD 21201

Ensuring the principles of sustainability in our supply chain is important to CRS. We hope that as a partner, you show your commitment by adhering to your own code of conduct or company policies that meet these standards.

By agreeing to do business with CRS in the form of a purchase order, contract, or agreement, you are doubly accepting the roles and responsibilities of your organization described in this document.

Recognition

I representative of

 hereby declares that I have read, understood, and accepted this Code of Conduct.