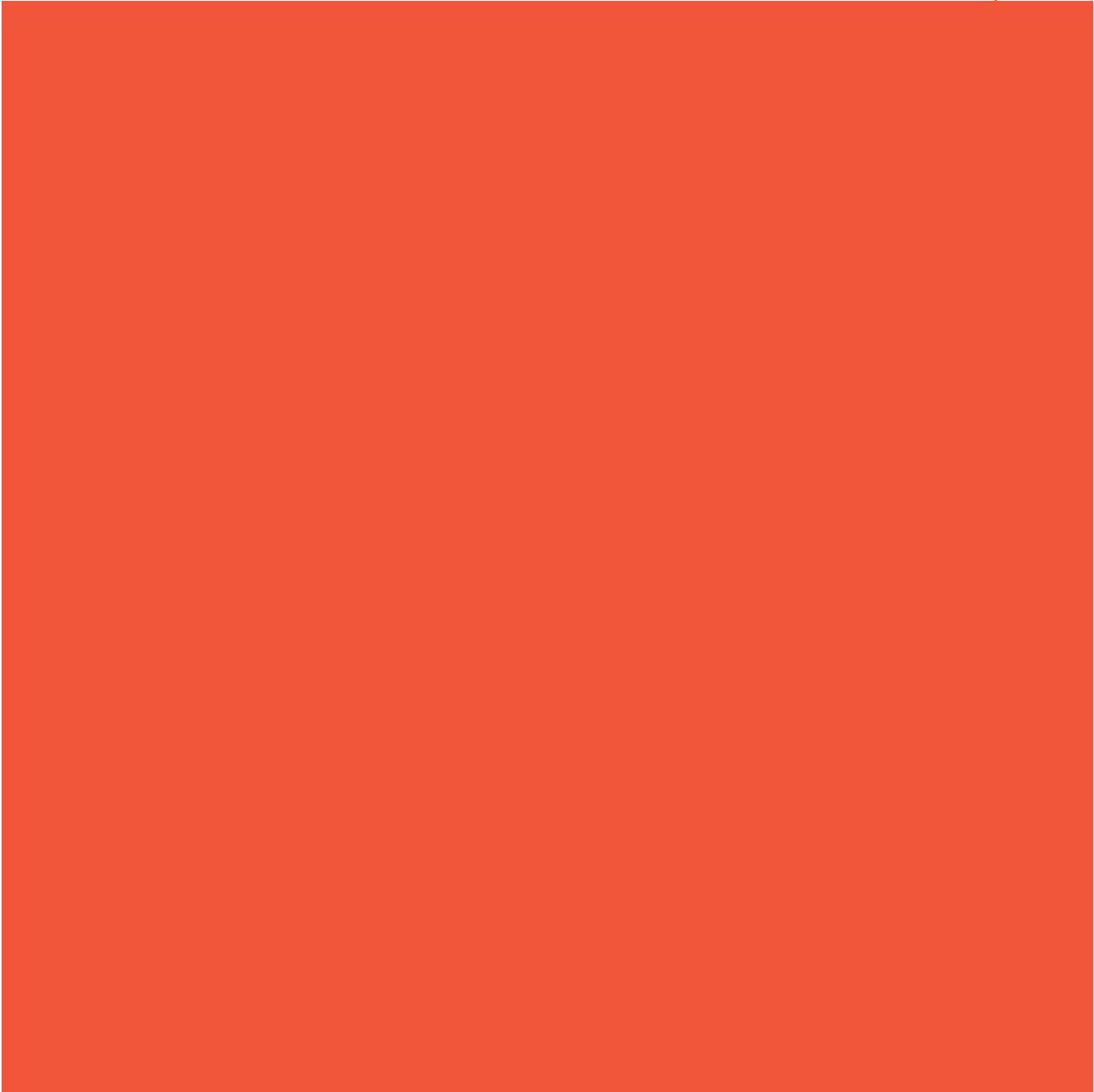


CIMPRESS SUPPLIER CODE OF CONDUCT

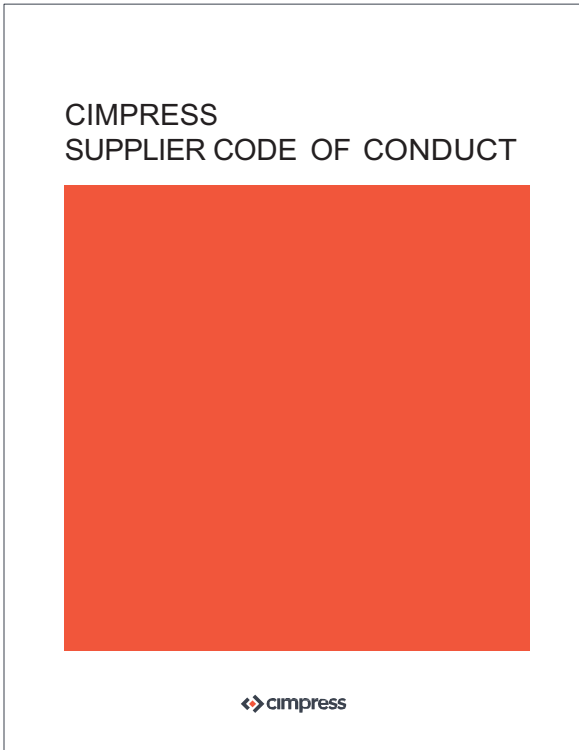
April 2024



> Contents

General	3
Applicability	4
Immediate Communication	4
Compliance With Laws	5
Harassment-Free Work Environment	5
Honest and Ethical Conduct and Fair Dealing	5
Open and Fair Competition	6
Protecting the Environment	6
Workplace Safety	6
Gifts and Gratuities	7
Anticorruption and Bribery	7
Forced or Child Labor	7
Wage, Benefits and Working Hours	8
Accurate Books and Records	8
Speak Up! Confidential Reporting Helpline	9
Supplier Certification	10

3



To All Cimpress Suppliers:

Integrity, safety and quality are critically important to Cimpress. It is essential that our supply chain demonstrate these qualities as well. We owe this to our employees, customers, investors and communities around the globe. To ensure ethics and integrity across our majority-owned businesses, we insist that members of our supply chain endorse our values on business ethics, environmental sustainability, labor and employment, and fair-trade practices. Our Supplier Code of Conduct outlines our expectations on how our suppliers should work when partnering with Cimpress anywhere in the world.

> General

Our Code of Business Conduct spells out our own commitment to doing business not only legally, but also ethically and with integrity. In furtherance of that commitment, it is essential that Cimpress works only with suppliers who follow the same standards regarding lawful and ethical behavior and who act with the highest standards of integrity.

Cimpress is committed to ensuring that all of its suppliers act in full compliance with the laws, rules and regulations of the countries in which they operate. Cimpress is also committed to ensuring that working conditions in Cimpress' supply chain are safe, that manufacturing processes are environmentally responsible and that workers are treated with respect and dignity.

Acceptance of this Supplier Code of Conduct is a precondition for suppliers wishing to do business with Cimpress. It must be accepted by every supplier intending to do business with Cimpress anywhere in the world. All references to Cimpress in this Supplier Code of Conduct includes Cimpress and any of its majority-owned businesses anywhere in the world.

This Supplier Code of Conduct is generally based on Social Accountability Standard 8000 (SA8000).

> Applicability

This Supplier Code of Conduct shall apply to all Cimpres suppliers and their employees, officers and directors. Where the term “suppliers” is used in this Code, it refers to Cimpres suppliers as well as their next tier suppliers and/or subcontractors. Suppliers are responsible for ensuring that their next tier suppliers and/or subcontractors comply with this Cimpres Supplier Code of Conduct. Cimpres reserves the right to visit supplier facilities to assess compliance with this Code and audit each supplier’s records, policies and practices. Violation of this Code may result in immediate termination as a Cimpres supplier. Doing business with Cimpres means its suppliers accept these rules. Any objections to or failure to comply with any provision of this Supplier Code of Conduct shall be notified to Cimpres in writing to the contacts listed below.

> Immediate Communication

- Cimpres’ suppliers agree to inform Cimpres immediately about any violations or potential violations of this Code or the law by their or Cimpres’ employees, officers or directors.
- Cimpres’ suppliers shall inform Cimpres of any such violation by contacting Cimpres’ Vice President, Procurement, Cimpres Schweiz GmbH, Talacker 41, 8001 Zurich Switzerland, and/or Cimpres, 275 Wyman Street, Waltham, MA 02451, Attn: General Counsel, email: legal.notices@cimpres.com.
- Cimpres suppliers can also report any violations of law or this Code through the Speak Up! Confidential Reporting Helpline at SpeakUp.Cimpres.com. Cimpres has a strict no retaliation policy for any reports made in good faith.

> Compliance with Laws

Cimpress expects every one of its suppliers, as well as each of their employees, officers and directors, to comply with all laws, rules and regulations applicable to them wherever they do business.

> Harassment-Free, Coercion-Free Work Environment and Non-Discrimination

Cimpress' suppliers shall not tolerate illegal employment discrimination, unlawful workplace harassment, inhumane treatment, threats of violence, corporal punishment or other forms of physical coercion. Cimpress' suppliers shall prohibit discrimination in hiring, promotion, compensation or in any other employment-related decisions based upon a person's actual or perceived race, color, sex, national or ethnic origin, nationality, ancestry, age, religion, creed, citizenship, physical or mental disability, medical condition, genetic information, sexual orientation, gender identity, gender presentation, legal or preferred name, political views, marital or domestic partnership status, pregnancy (including lactation and related medical conditions), family structure, military or veteran status or any other basis protected by civil rights laws or regulations.

> Honest and Ethical Conduct and Fair Dealing

Cimpress has a business environment that reflects the highest standards of professionalism and ethical behavior and expects the same of its suppliers. Cimpress' suppliers and their employees, officers and directors shall endeavor to deal honestly, ethically and fairly with their respective suppliers, customers, competitors and employees. Statements regarding their products and services shall not be untrue, misleading, deceptive or fraudulent. Cimpress' suppliers shall not take unfair advantage of anyone through manipulation, abuse of confidential information, fraud or any other unfair-dealing practices.

> Open and Fair Competition

Cimpress will not do business with suppliers who collaborate with their competitors to restrain competition or trade by engaging in activities like:

- agreeing to establish or maintain prices,
- dividing up markets, territories or customers, or
- discussing the boycotting of a third party.

Cimpress' suppliers shall not discuss any of these topics with a competitor, no matter how casually.

> Protecting the Environment

Cimpress strives to conduct business in an environmentally responsible manner and expects the same of its suppliers. Cimpress expects its suppliers to comply with all environmental laws and regulations applicable to them or the products and services Cimpress procures from them. In particular, Cimpress suppliers shall ensure that emissions/discharges to air, land, and water are assessed, managed, and audited so as to ensure strict compliance with local regulatory limits and permits. Cimpress' suppliers should also strive to improve their processes in order to advance environmental stewardship, particularly in the areas of deforestation and carbon emissions.

> Workplace Safety

Cimpress is committed to providing a safe, healthy and secure work environment for all employees and expects the same of its suppliers. Cimpress suppliers shall not tolerate unsafe conditions or conditions that endanger their or Cimpress' employees, contractors or visitors and shall comply with all health and safety laws and regulations applicable to them. In particular, Cimpress suppliers shall ensure that they have adequately engineered systems and administrative controls in place to protect life safety and prevent severe injury and chronic illness to all people in their facility. Cimpress suppliers shall ensure that adequate fire detection and suppression equipment, building ventilation, and emergency medical response resources and personnel are in place. In addition, suppliers are required to ensure that their facilities are designed, permitted, used, and maintained in a manner consistent with their manufacturing processes.

> Gifts and Gratuities

Cimpress values professional objectivity in our business relationships. Neither Cimpress' suppliers, nor any of their employees, officers or directors, shall offer any Cimpress employee, officer and director or member of their immediate families any gifts, gratuities or other favors before or while doing or seeking to do business with Cimpress. If any Cimpress supplier pays for any meals or business entertainment for Cimpress employees, officers or directors, it must ensure that the meal or entertainment is reasonable, not lavish and for the purpose of conducting or discussing legitimate business matters.

> Anticorruption and Bribery

Neither Cimpress' suppliers, nor any of their employees, officers or directors shall offer, give, solicit or receive bribes or kickbacks of any kind whatsoever anywhere in the world.

> Forced or Child Labor

Cimpress' suppliers shall not use forced, compulsory or child labor in any of their own or their business partners' facilities. For these purposes (a) "forced or compulsory labor" is all work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt, and (b) a "child" is any person under 15 years of age, unless the minimum age for work is higher by local law, in which case that higher age applies in that locality. Work shall not interfere with any compulsory schooling. Suppliers shall not retain or withhold workers' original, government-issued papers or travel documents.

> Wage, Benefits and Working Hours

Cimpress' suppliers must pay their workers at least the minimum wage required by applicable laws and provide all legally mandated benefits. Suppliers shall not make deductions from employees' wages for disciplinary purposes, except as permitted by local law. Cimpress' suppliers must pay their workers in a timely manner, and the basis on which they are being paid must be clearly conveyed to them. Cimpress' suppliers shall comply with applicable laws and regulations regarding working hours for employees. All overtime work shall be voluntary and paid in accordance with local law.

> Accurate Books and Records

Cimpress' suppliers must maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.

Revised: April 2024



When to Contact the Speak Up! Confidential Reporting Helpline

You can reach out to the Compliance Team with questions or concerns about any of our policies, a particular legal or ethical dilemma you are facing, or violations or potential violations of our Code of Business Conduct, any of our other policies or the law.

Cimpress has a strict no retaliation policy – you will not be disciplined for reports made in good faith, even if it turns out your report cannot be verified.

How the Speak Up! Confidential Reporting Helpline Works

Once you submit a report, the third-party vendor for our Speak Up! Confidential Reporting Helpline will notify the Compliance Team, who will then determine appropriate next steps. If you include your contact information when submitting a report, the vendor will reach out to you directly if the Compliance Team has further questions. Otherwise, you will need to log back into the portal using the password you set up to see whether additional information is requested.

How to Contact the Helpline

The website is the same for all locations (**SpeakUp.Cimpress.com**). You can submit your report online or by phone. Each country has its own toll-free number, which can be found on the landing page at SpeakUp.Cimpress.com by scrolling to "Call Us" and clicking on the drop-down menu "Select your location."

SUPPLIER CODE OF CONDUCT

> CERTIFICATION <



Supplier has read and understood the Cimpress Supplier Code of Conduct and agrees to comply with the terms of the Code. Supplier acknowledges that failure to comply with this Code is grounds for immediate termination of its supplier relationship with Cimpress.

Signature

Name of Supplier (Please Print)

Date of Certification

Location

Revised: April 2024