

Supplier Code of Conduct



November 15, 2022

We recognize that our environmental and social impact responsibility extends to our suppliers. Corsair has a robust annual reporting regime with all production suppliers on various U.S. and international hazardous chemicals regimens, as well as annual reporting on areas of environmental and social impact. By working with our suppliers, we identify the environmental impacts within manufacturing operations while minimizing adverse effects on the community, environment, and natural resources, all the while safeguarding the health and safety of the public.

QUARTERLY TRACKING AND ANNUAL REPORTING

As of April of 2022, Company Suppliers are subject to reporting requests for aspects of environmental impact, biodiversity, climate impact, resource use, labor rights, human rights, and human trafficking. Corsair works with our suppliers throughout the year to ensure that all suppliers complete their annual reporting. Quarterly updates of supplier responses are compiled at the end of Q2 (June 30), Q3 (September 30) and Q4 (December 31). Suppliers not completing annual reporting can be held in Breach. Comprehensive supply chain data compiled from these surveys is published in the Sustainability Report annually each June.¹ The most current quarterly updates are here:

[Our Suppliers and Social Impact](#)

[Our Suppliers and Environmental Impact](#)

COMPANY SUPPLIER CODE OF CONDUCT

The Company initiates communication of our Code requirements to suppliers and monitors their compliance with the Code. Third-party auditors are utilized to audit our factories and our supplier's factories. These unscheduled auditors have specific expertise with our Code and score each supplier periodically. Action is taken as needed to achieve compliance. Any abnormalities of violations of the Code are cited and a Corrective Action Plan is put in place. This audit process is also part of our supplier award process and quarterly business review process conducted by our Procurement Operations and accounts for suppliers.

Our primary factory operates under ISO Certifications **45001** (Occupational Health and Safety) **14001** (Environmental Management) and **9001** (Quality Management). Contracted suppliers, hereafter "Company Supplier", are surveyed annually and subject to unscheduled audits of Quality Control, labor law, as well as health and safety laws and regulations. Company Suppliers are held by the Company as mandatory reporters of their own supply chain and responsible for any Code violations.

Environmental, Social, and Governance (ESG) Obligations of Company Suppliers:

1. A Company Supplier represents and warrants that it shall comply, and ensure that its affiliated companies and subcontractors comply with the tenets of the **United Nations' International Bill of Human Rights**, the **United Nations' Guiding Principles on Business and Human Rights**, and the **International Labor Organization's Declaration on Fundamental Principles and Rights at Work** and all applicable wage and hour, employment, anti-slavery and human trafficking laws and shall not engage in human trafficking or use child or forced labor in connection with its supply of Product(s) and/or its performance under this Agreement. Suppliers are subject to annual reporting on Labor Rights, Human Rights, and Human Trafficking and Slavery as detailed in the ESG disclosure document, "[Our Suppliers and Social Impact](#)."
2. A Company Supplier shall develop and maintain an awareness program to inform, train, communicate clear and accurate information to Supplier's employees ensuring awareness about the policies, practices and procedures that have been put in place to facilitate proper implementation of its policies. Supplier shall also ensure that there are policies and procedures in place to prevent any agents, sub-agents and subcontractors at any tier from engaging in slavery and trafficking in persons and to monitor, detect and terminate any agents, sub-agents, subcontractors, or subcontractor employees that have engaged in such activities.
3. A Company Supplier represents and warrants that it has not been convicted of any offense involving slavery and human trafficking or been the subject of any investigation, inquiry or enforcement proceedings regarding any offense or alleged offense of or in connection with slavery and human trafficking. Suppliers are subject to annual reporting on Labor Rights, Human Rights, and Human Trafficking and Slavery as detailed in the ESG disclosure document, "[Our Suppliers and Social Impact](#)." Supplier reporting is updated and published quarterly. Supplier is obligated by contract to notify Company as soon as it becomes aware of any actual or suspected slavery, child or forced labor, or human trafficking in any aspect of its supply chain accessed by Supplier in connection with this Agreement. Supplier further represents and warrants that it shall adhere to the principles of business ethics standard in the industry and the currently ratified RBA Code of Conduct Version 7.0, 2021.⁴
4. A Company Supplier represents and warrants that based on a good faith inquiry and except as otherwise separately disclosed in writing, the Product(s) do not contain (i) any conflict minerals (as such term is defined in Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act⁵, hereinafter "Conflict Minerals") or (ii) any minerals or other resources that if included in the Product(s) would trigger a violation of U.S. Executive Order 13671.⁶
5. Company Suppliers outside of the U.S. shall, upon Company request, represent and warrant their compliance with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
6. Company Suppliers are subject to a compliance reporting process in accordance with the IEC 63000 standard of technical documentation for the assessment of electrical and electronic products with respect to the restriction of hazardous substances. Starting in January of 2022, Corsair has engaged its suppliers on a bi-weekly basis to collect data on the material composition of its purchased

parts, and to then assess the collected information to determine compliance with each of the chemical regulations detailed in the ESG disclosure document, "[Safeguarding against the use of Hazardous Chemicals.](#)" Reporting results are published on the company Social Impact page and updated quarterly.

7. Company Suppliers shall maintain a complete set of records to trace the supply chain of all Product(s) provided to the Company in connection with this Agreement; and permit the Company and its third-party representatives to inspect Supplier's premises, records, and to meet the Supplier's personnel to audit Supplier's compliance with its obligations. Periodic self-evaluations will be conducted to ensure conformity to legal and regulatory requirements, and Supplier's contractual requirements related to social and environmental responsibility.
8. If at any time Supplier fails to fully comply with the legal and regulatory requirements or the Company has reason to believe that Supplier has failed to comply with the legal and regulatory requirements, then Supplier is responsible for the cost of any additional inspections or audits to verify Supplier's ongoing compliance. Company Suppliers shall also ensure that it has a process for timely correction of any deficiencies or violations identified by an internal or external audit, assessment, inspection, investigation, or review.
9. Breach. For the avoidance of doubt, a Company Supplier's non-compliance with any of the clauses of this Code can be deemed a material breach of the Supplier agreement. This understanding is explicit in Supplier Contracts.

ISO 14001 reporting for all suppliers:

ISO 14001 (2015) certification specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. ISO 14001 is intended for use by an organization seeking to manage its environmental responsibilities in a systematic manner that contributes to the environmental pillar of sustainability.

As stated in the [ISO 14001](#) introduction:

"Achieving a balance between the environment, society and the economy is considered essential to meet the needs of the present without compromising the ability of future generations to meet their needs. Sustainable development as a goal is achieved by balancing the three pillars of sustainability.

Societal expectations for sustainable development, transparency and accountability have evolved with increasingly stringent legislation, growing pressures on the environment from pollution, inefficient use of resources, improper waste management, climate change, degradation of ecosystems and loss of biodiversity.

This has led organizations to adopt a systematic approach to environmental management by implementing environmental management systems with the aim of contributing to the environmental pillar of sustainability."

Beginning November 1st, 2022, Corsair initiated annual requests to all suppliers requiring their attestation for whether their organization is certified with the ISO 14001 standard. Further, Corsair requested that any suppliers who do not answer affirmatively to this question provide an implementation timeline for when they can undergo the certification process. Results of supplier reporting are published annually on company website: [Our Suppliers and Environmental Impact.](#)

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ⁱ The first Annual Sustainability Report for Corsair is scheduled for December of 2023.