

CHS Business Partner Code of Conduct



As a CHS Business Partner, we expect you to have the same mission and vision as CHS. The CHS Business Partner Code of Conduct defines and implements our core values and is one of CHS's most important guideposts. The Code sets forth key rules to help you understand CHS's values and your responsibilities. You should read the Code carefully and in its entirety and reference it frequently as a guide to making the right decisions as a CHS business partner. CHS's reputation and success, as well as your own, depend upon the commitment that you, as a CHS business partner, make to understand and uphold CHS's values and to act ethically in all business dealings. As a CHS business partner, you are expected each day to uphold the standards of business conduct outlined in the Code. We appreciate your support in continuing that make CHS a great company.

– CHS Leadership



INTRODUCTION

For over 80 years, CHS has built a reputation for operating with the highest level of integrity. It's a reputation with roots in the rural values this producer-owned company has been built on—trust, mutual respect and doing the right things for the right reasons. Wherever we are and whatever we are doing, we must pursue the highest of ethical standards and always comply with the law. As someone who conducts business with or on behalf of CHS, you are essential in helping CHS achieve and maintain this commitment to doing the right thing.

This CHS Business Partner Code of Conduct articulates the CHS standards of doing business and applies to all CHS business partners including, but not limited to, distributors, resellers, service providers and vendors. It is applicable to both CHS's business partners and their personnel in all activities related to CHS business. CHS requires that you comply with these standards and conduct your business with or on behalf of CHS in an ethical and legally compliant manner. CHS may offer training on this Code and/or audit and inspect your facilities and records to confirm your compliance. Additionally, CHS may require the immediate removal of any business partner or their personnel who behave in a manner that is unlawful or otherwise inconsistent with this Code.

Thank you for your partnership with CHS and your commitment to operating safely and with integrity each day.



INTEGRITY AND COMPLIANCE WITH LAWS

Obey the Law

- CHS requires that you always comply with all applicable national, federal, state, and local laws, rules, regulations, and ordinances (collectively, the “Law”).
- Not every situation is covered in this Code—additional information is available from the Additional Resources indicated at the end of this Code. It is your responsibility to know and understand the Law and to seek appropriate resources to the extent necessary to ensure your compliance with the Law.

Speak Up

- CHS is committed to addressing potential violations raised in good faith and protecting its partners and employees against retaliation.
- CHS expects its business partners to report in good faith any concerns that may arise in connection with your business with CHS.

Fair Competition

- We expect our business partners to compete fairly and to comply with all laws and regulations that support fair competition and integrity in the marketplace.

Anti-Bribery & Anti-Corruption

- CHS competes vigorously but does so fairly and ethically. CHS requires the same of its business partners. Under no circumstances can CHS business partners offer or accept bribes or inappropriate gifts of any kind. CHS business partners must comply with all laws and regulations that address antibribery and anticorruption, including the U.S. Foreign Corrupt Practices act of 1977.

Honest and Accurate Dealings

- CHS business partners must not make any false representations in connection with any CHS transactions, including, but not limited to, oral misrepresentations, fraudulent or forged contracts, or other false or inaccurate records.

Conflict of Interest

- CHS has policies related to actual or potential conflicts of interest. CHS business partners must inform CHS if its workers, investors or other affiliated persons, or family members, have a relationship with a CHS employee who can make decisions that may affect the business partner’s business, account, or relationship with CHS.

Insider Trading and Improper Commercial Advantage

- CHS business partners must ensure that nonpublic information entrusted to them by CHS is not used for the personal benefit of the partner, their employees, or other persons.

Privacy and Confidentiality

- We expect our business partners to respect all CHS intellectual property rights, safeguard CHS customer

information and any personal data that may be shared in the course of doing business with CHS. CHS business partners must adhere to the CHS Global Privacy Policy, which can be found on chsinc.com.

- Additionally, CHS business partners must accurately record and disclose information regarding their business activities, structure, financial condition and performance in accordance with all applicable laws and regulations. Only those CHS business partners who have been authorized and properly trained may speak on behalf of CHS.

International Trade

- CHS business partners must comply with all applicable laws and regulations that address the import and export of goods and services, boycotts, and sanctions.

Responsible Sourcing of Minerals

- CHS is required to review our supply chain to determine whether Tin, Tungsten, Tantalum and Gold (3TG) are utilized in any process related to any business you do with CHS. If the equipment or product you supply to CHS contains any of the metals discussed above either now or in the future or if you are unsure, you must notify CHS Compliance utilizing the contact methods listed below for further instructions.



LABOR STANDARD

Fair Treatment

- We expect our business partners to respect employees and their cultural differences, employ workers based on merit, experience and job requirements, and not tolerate discrimination in any form.
- CHS condemns forced labor and will not knowingly work with those who use forced or child labor, debt bondage, slavery, or other forms of human trafficking. CHS business partners must comply with all applicable discrimination and harassment laws. Additionally, partners must comply with appropriate U.S. and international labor laws and provide workers with rest days and must ensure working hours are consistent with law and not excessive.

Safety

- CHS is committed to providing a safe and productive workplace for all our employees and guests and we expect our business partners to similarly commit to eliminate unsafe work practices, comply with all regulatory requirements, and provide appropriate protection to employees, patrons, and communities.
- Any business partner that produces inputs or outputs of animal or food products must comply with all applicable laws governing the production, labeling, storage, sale, and distribution of animal and food products.

Child Labor Avoidance and Working Hours

- CHS business partners must not use child labor and are expected to adopt procedures to verify and maintain documentation that no child labor is used. Business partners must follow all applicable local laws, regulations and standards concerning working hours, conditions, and wage rate for all workers. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety.



ENVIRONMENTAL STANDARDS

Environmental Responsibility

- CHS realizes the decisions we make today affect the health of our planet. We will only work with those business partners that are similarly committed to protecting our environment by complying with applicable environmental laws and regulations.
- CHS business partners are expected to take steps toward conservation of resources and prevention of pollution.

Hazardous Substances

- CHS business partners are expected to follow all applicable local laws and regulations regarding prohibition or restriction of specific substances in products and manufacturing.



MONITORING AND COMPLIANCE

CHS expects its business partners to have processes and controls in place to comply with this Code. Where appropriate, CHS may audit or request information to conduct risk-based due diligence on business partners and to confirm compliance with this Code. CHS expects its business partners to provide complete and accurate information to facilitate due diligence efforts. If CHS determines that a business partner has breached this Code, it may require the business partner to implement a remediation plan, or it may suspend or terminate the relationship with the business partner in its sole discretion.

ADDITIONAL RESOURCES

- **CHS Global Code of Conduct**
www.chsinc.com
- **CHS Compliance Office**
CHSCompliance.Office@chsinc.com
- **CHS Helpline**
888-264-0995 or www.chsinc.ethicspoint.com

Please see the chsinc.com website for further helpline contact information for locations outside of the United States.