



# CODE OF BUSINESS CONDUCT

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## Fellow Cimpres Team Members:

One of my areas of focus is the nurturing and nourishing of our company culture. As I listen to people across Cimpres talk about how they want our culture to develop, I continually hear that they want to feel proud to work at Cimpres – through our products, our colleagues and the way we work together to serve millions of customers. One way we get there is never forgetting our commitment to operating with the highest ethical standards. This Code covers a range of subjects but it always comes back to one thing: good ethics are good business. As we relentlessly strive to become a transformational and enduring business, I urge you to uphold the principles outlined in our Code.

--Robert Keane, CEO



## Good Ethics Are Good Business

Just as we empower our customers to make an impression, what we do and the choices we make can also make a lasting impression on our team members, customers, long-term investors, communities and our brand.

### > About Our Code

This Code of Business Conduct is central to how we conduct business and is the foundational document of our entire corporate compliance program. It sets forth our commitment to doing business not only legally, but also with the highest standards of ethics and integrity. This Code is at the center of our efforts to ensure that each one of us can make the right choices as we do our jobs. The reason this is so important is because what we do reflects on who we are as a company and our reputation among our team members, customers, long-term investors and local communities.



## OUR RESPONSIBILITIES

### > The Code Applies to All of Us

The Code of Conduct applies to every team member who works for Cimpres, including any of its businesses anywhere in the world. It also applies to all officers, directors, contractors, and temporary employees of Cimpres and its business units.

This document is not an employment contract between Cimpres or any of its employees, temporary employees, contractors, officers, directors or agents, and it does not in any way guarantee employment to any of them.

### > Comply with Laws

First and foremost, we expect all of our team members to comply with all laws, rules and regulations applicable to us wherever we do business. This is important not only because it's the right thing to do but it also avoids problems that could disrupt our business or damage our reputation. Always use good judgment and common sense and ask for advice if you are ever uncertain about what to do.

### > Unique Responsibility of Managers

Managers have a special responsibility to set an example for others by:

- Promoting our ethical culture and demonstrating exemplary behavior
- Serving as a sounding board for others who might be experiencing an ethical dilemma or facing a difficult decision, and
- Creating an environment in which team members feel comfortable speaking up, asking questions or reporting concerns.



Companies with strong speak-up cultures tend to be healthy and have an engaged and inspired workforce.

## ASKING QUESTIONS

### > Where to Ask Questions or Raise Concerns

We want to hear from you about any:

- Guidance you might need about a particular legal or ethical dilemma
- Questions you might have about our policies
- Concerns you have about questionable behavior
- Violations or potential violations of this Code or the law

Each one of us has an obligation to report observed or suspected non-compliance with laws or company policies. When we ask questions or report concerns, we not only improve the company's ability to correct potential problems before they become severe, but we also shed light on potential opportunities to improve and clarify our policies, communications or trainings.

There are a number of places you can go for direction about, or to discuss, any of these matters, including:

- Your manager
- Your HR business partner
- Any member of your legal department or the Cimpress legal team
- Our confidential helpline or website, which are operated by an independent third party. You can find the helpline number and web address for your country on the last page of this Code. You can identify yourself or remain anonymous (where anonymity is permitted by local law) using either of these methods. We have found that if you identify yourself when asking a question or reporting a concern, it helps us provide more thoughtful answers and conduct more effective and thorough investigations.



**Kristin Caplice**

Vice President and General Counsel



## Q

What does “good faith report” mean?

## A

It means you do not have to be right that an actual violation occurred. You only have to be truthful about the facts that led you to be concerned, genuinely believe that there is some sort of wrongdoing, and report the facts to the best of your knowledge. It is not unusual for an investigation to reveal that no violation occurred. Sometimes people are not aware of other relevant facts or misunderstand the applicable policy or procedure. We want you to speak up if you have a concern, let someone look into the issue, and feel comfortable that retaliation for making a good faith report is never tolerated.

## > Think Before You Act: Making Ethical Decisions

This Code can not address every situation we might encounter as we do our jobs. In such a case, we should each ask ourselves:

- Is it legal?
- Does it feel like the right thing to do?
- Would I feel comfortable if my friends or family found out about it?
- Would I feel OK if it got reported in the newspaper?
- Would it reflect positively on our company’s reputation?

If the answer to all of these questions is yes, then proceed with confidence. If the answer to any one of these questions is “no,” seek guidance and ask additional questions.

## > No Retaliation

We have a strict no retaliation policy for any reports made in good faith. This means no person will be disciplined or discriminated against in any way for reporting a concern in good faith or for cooperating in an investigation. Retaliation is grounds for discipline and possibly termination for anyone who retaliates against a team member who makes a good faith report. While we prefer to resolve matters internally when possible, nothing should discourage you from reporting any illegal activity or violation of law to the appropriate governmental authority.

Q

I used to have a relationship with a co-worker but we broke up a month ago. Today she tried to kiss me like she did when we were dating, but this time I told her to stop and she wouldn't. Is this harassment if it is exactly what I used to do with her?

A

Yes. Her behavior, or any unwanted sexual behavior, becomes harassment the moment you say "No." You should alert your manager, HR, the legal department, or contact the Cimpress helpline.

## OUR PEOPLE

Maintaining a positive and inspiring work environment is critical to our success. It not only fosters a comfortable and open atmosphere for creative thinking and innovation but it also enriches our interactions with each other and makes Cimpress a fun place to work.

### > Harassment-Free Work Environment

At Cimpress, we make recruiting, retention, and other performance-management related decisions solely on the basis of merit and other organizational needs and considerations, such as an individual's ability to do their job with excellence and in alignment with the company's strategic and operational objectives. We will never discriminate on the basis of a person's race, color, sex, national or ethnic origin, nationality, age, religion, citizenship, disability, medical condition, sexual orientation, gender identity, gender presentation, legal or preferred name, political views, marital status, pregnancy, family structure, veteran status or any other basis protected by human rights laws or regulations. This list is not exhaustive and, in fact, in many cases we strive to do more than the law requires.

### > Be Respectful of Others

We are committed to a work environment where team members are treated with respect and fairness. We value individual differences, unique perspectives and the distinct contributions that each one of us can make to the company. We should each act professionally in all job-related activities. We do not tolerate verbal or physical threats, abuse, behavior that is intimidating or humiliating or any acts of violence. We expect everyone to be respectful in communications with others, including electronic and online communications such as email, texting, instant messaging, online chats, blogs and posts on social networking sites. We have a separate Global Harassment Policy and a Workplace Violence Prevention Policy, which can be found on myHR or you can request copies from your manager or local HR.

## > Workplace Safety

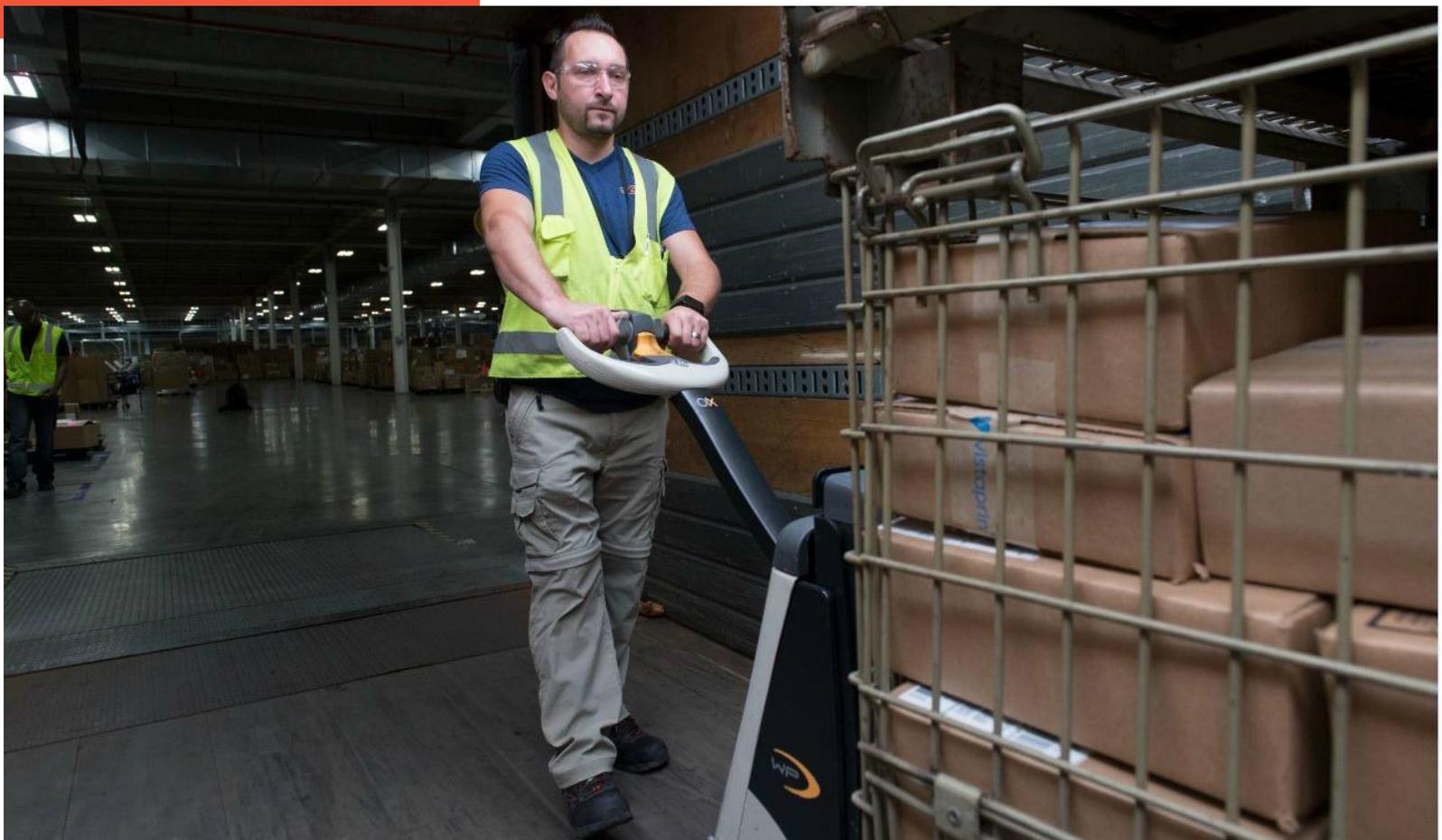
### Q

When I got to work this morning, there was somebody I had never seen before saying she had forgotten her badge at home and could I let her in. It feels rude to say no. What should I do?

### A

Tell her that, as she knows, every employee must have their badge to access the building, which is critical to maintaining the safety of our workplace. Say that you will be happy to take her to the reception area so she can be checked in and given a temporary badge or visitor's pass. If she does not agree to this, don't let her in the building and call building security.

Our team members are our most valuable asset and we are committed to providing a safe, healthy and secure work environment for every one of our team members. As an example of this commitment, we require training on and compliance with safe work practices and procedures at all of our manufacturing facilities to ensure the safety of our team members and visitors to our plant floors. We do not tolerate unsafe conditions that may endanger our team members or other parties and we will comply with all health and safety laws and regulations.



## OUR BUSINESS PRACTICES

Our team members and customers put their trust in us to do the right thing and it is our responsibility to prove to them that we are worthy of that trust. It is important that our business practices reflect our commitment to ethics and integrity.

### > Avoid Conflicts of Interest

We must always act in the best interests of Cimpres and refrain from engaging in any activity that presents a “conflict of interest.” When faced with activity that presents a potential conflict of interest, it is important to put the company’s interests before our own personal interests. A conflict of interest occurs when our personal or family interest interferes, or appears to interfere, with the interests of the company. A conflict of interest can arise whenever we take an action or have an interest that prevents us from performing our job responsibilities honestly, objectively and effectively.

Here are some examples of how we can avoid conflicts of interest:

- Avoid situations where our business judgment could be improperly influenced by close personal or family relationships.
- Devote our best efforts to the company and do not permit outside jobs or other activities to interfere with our job performance or responsibilities.
- Ensure our personal activities or investment decisions do not create conflicts with the company’s business relationships.
- Never take for ourselves an opportunity that we learn about through work, that belongs to the company or in which the company might have an interest (such as an investment opportunity).
- Avoid entering into business relationships on behalf of the company with people or companies with which we have a personal relationship.

When in doubt, ask: Am I doing what’s right for the company? If still in doubt, ask your manager, your legal department or Cimpres legal for help. It is better to err on the side of caution by avoiding situations that even appear to present a conflict of interest.

### > Honest and Ethical Conduct and Fair Dealing

It is our intention to create a business environment that reflects the highest standards of professionalism and ethical behavior. We must all endeavor to deal honestly, ethically and fairly with our suppliers,

#### Q

I’m making a filing with a local tax office and have been told by the official working at the tax office that our submission can be expedited if we will pay him a supplemental fee or “toll”. Can I pay the fee? Would it make a difference if our tax consultant was making the payment on our behalf?

#### A

You should not make this payment unless the tax official can point you to a published fee for this service, the payment goes to the tax office rather than to the individual and the payment is not in cash and is properly documented. If the payment is improper, it makes no difference if you make the payment directly or use a consultant to make the payment. The use of a third party does not shield you from getting into trouble.

## Q

My manager is traveling. I received a phone call from my manager's husband letting me know that my manager had lost her cell phone and that she needed some confidential files right away. The husband asked me to send the information to his personal email address because my manager can't get her work email without her phone. It's okay to help my manager by sending business records to her husband, right?

## A

No. It is not okay to forward confidential work-related information or documents to your manager's husband. Also, are you sure you were talking to your manager's husband? This could be a social engineering scam to get you to send confidential information to a third party. If you suspect this was a phishing attempt, report it to [InformationPrivacySecurity@Cimpress.com](mailto:InformationPrivacySecurity@Cimpress.com) so they can investigate.

customers, competitors and other team members. Statements we make about our products and services must always be truthful, accurate and not misleading. We must take special care not to take unfair advantage of anyone through manipulation, abuse of confidential information, fraud or any other unfair-dealing practice. This is critical to preserving our good reputation.

## > Open and Fair Competition

We strive to outperform our competitors fairly by offering superior products and services, and never through unethical business practices. We do not collaborate with our competitors to restrain competition or trade by engaging in activities like:

- Agreeing to establish or maintain prices
- Dividing up markets, territories or customers
- Discussing the boycotting of a third party

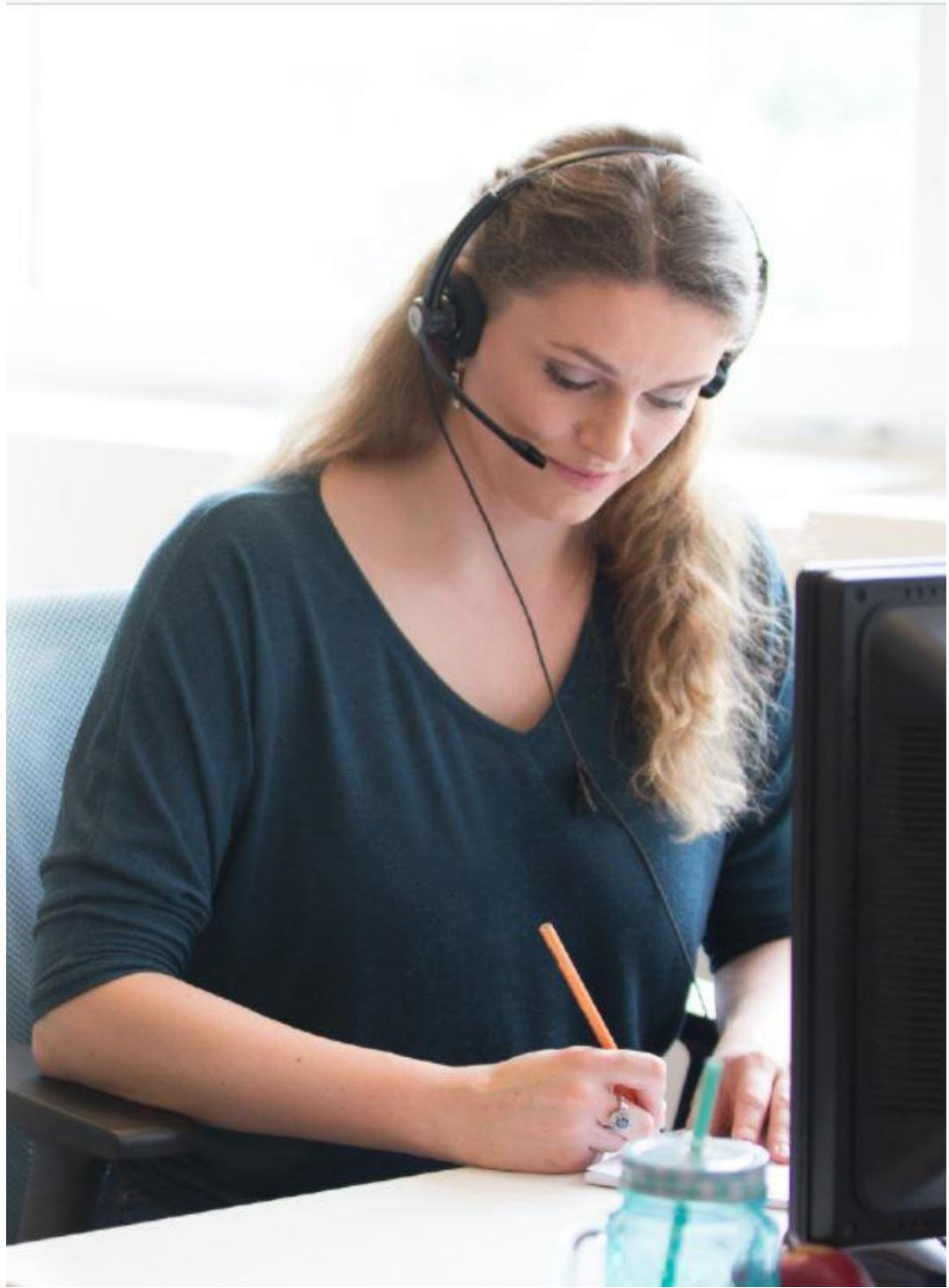
If a competitor discusses any of these topics, no matter how casually, it is important to stop the conversation and report the incident to your manager, your legal department or Cimpress legal.

## > Data Privacy

We respect the privacy of every team member and customer and understand the importance of protecting their personal information. We understand that our team members and customers are demonstrating their trust in us when they share their personal information with us and protecting that information is critical to maintaining that trust. We do this by handling personal data with the utmost care and in compliance with privacy laws and company policy. It is critical that we get this right, not only because of the possibility of legal exposure, but also because it is the right thing to do for our customers. We have a dedicated Information Privacy and Security Team committed to protecting the security of any personal data we handle. We conduct annual training on our information security acceptable use policy and the importance of data privacy. We also conduct frequent company-wide awareness campaigns on common data privacy risks to be vigilant about, such as phishing expeditions and spoofing attempts. We have a global information security acceptable use policy, which can be found on the Corewiki or ask your manager or email [InformationPrivacySecurity@cimpress.com](mailto:InformationPrivacySecurity@cimpress.com) to request a copy.

We take our obligation to protect the privacy and confidentiality of our team members' personal, medical and financial information very seriously. This means collecting, storing, using and sharing personal information only as appropriate and as permitted by law. Never share a colleague's personal information with anyone inside or outside the

company who does not have a legitimate business need to know, unless you are required to do so by law. Treat your colleagues' personal data with as much care and respect as you treat your own personal data.



## > Gifts and Business Entertainment

**Q**

A vendor has offered to fly me to their offices so I can demo some of the products and materials we are considering purchasing. Is it okay if I let the vendor pay for my trip?

**A**

If you fly economy class, stay in a modest hotel and limit the trip to that business purpose, then yes, it is okay to accept the trip. But, if the vendor wants to treat you to lavish entertainment during your trip with hopes that this will sway your decision to give them the business, you must refuse. You can point the vendor to our Gifts, Entertainment and Anti-Bribery Policy.

We value professional objectivity in our business relationships. Our guiding principle is that we do not receive or give any gift if it is intended to influence our business decision or another party's business decision.

We must not accept, or permit any member of our immediate family to accept, any gifts, gratuities or other favors from any customer, supplier or other person doing or seeking to do business with the company, other than items of insignificant value (less than USD\$100 or the local equivalent). Any gifts of more than insignificant value or that are intended to influence any business decision should be returned immediately. If immediate return is not practical, the gift should be given to the company for charitable donation or another appropriate disposition.

Common sense and moderation should prevail in business entertainment as well. Only provide or accept business entertainment to or from anyone doing business, or seeking to do business, with the company if the entertainment is infrequent, modest and intended to serve legitimate business goals. We have a separate Gifts, Entertainment and Anti-Bribery Policy posted on the Corewiki or ask your manager or email [compliancequestions@cimpres.com](mailto:compliancequestions@cimpres.com) to request a copy.



**Jeremie Profeta**  
VP, President of Most of World  
Business Units

“If we behave better than our competitors ethically, we can outperform them financially.”

## > Anti-Bribery

At Cimpress, we do not offer or accept anything of value that is intended to improperly influence a business decision. This includes bribes, kickbacks, facilitation payments or fraud. We understand that business practices like these can not only harm our company and our reputation, but they also present a severe impediment to developing vibrant economies around the world. Most governments are taking aggressive steps to combat corruption and we are committed to doing our part as a global corporate citizen to assist with this effort.

While we do not permit bribery in any commercial arrangement, it is important to note that there is a heightened risk and scrutiny applied to dealings with government officials. Some countries (including the United States) have additional rules about giving anything of value to a government official, which can include government agencies and companies that are owned or controlled by the government (such as public utilities, telecommunications companies or news agencies). Any payment made to government officials and commercial partners must be for reasonable and properly documented business expenses and can not be for the purpose of securing an improper business advantage.

We have a separate Gifts, Entertainment and Anti-Bribery Policy posted on the Corewiki or ask your manager or email [compliancequestions@cimpress.com](mailto:compliancequestions@cimpress.com) to request a copy.

## > Using Social Media Responsibly

We have many strong brands at Cimpress and we need your help in protecting those brands and our image. Everything we say on social media can affect the image and reputation of the company. Do not disclose material, non-public information about the company or its business in any online forum, such as social media outlets, bulletin boards, chat rooms or blogs. This is true even if the intent is to correct inaccurate statements or defend the company. This kind of communication may result in the inadvertent release of proprietary or confidential information. We have a separate Social Media Policy posted on the Corewiki or ask your manager or email [compliancequestions@cimpress.com](mailto:compliancequestions@cimpress.com) to request a copy.



**“We compete hard, but always with honesty and integrity. This makes us more likely to succeed in the marketplace.”**

**Trynka Shineman**  
EVP, CEO of Vistaprint





## SOCIAL RESPONSIBILITY

All parts of Cimpress must conduct their business in a socially responsible, ethical manner which makes their team members proud in this regard. We do not centrally define what that means but we expect to “know it when we see it”.

### > Protecting the Environment

We strive to conduct business in an environmentally responsible manner and in a way that minimizes our impact on the environment. This means not only complying with all environmental laws and regulations, but also continually assessing and improving our processes in order to advance our environmental stewardship. Cimpress centrally funds incremental costs required by our businesses to meet our centrally-defined and mandated commitments to the use of sustainable paper (i.e. Forest Sustainability Council, <https://ic.fsc.org/>) and to reduce our company-wide carbon pollution emissions at a rate in line with (or better than) science-based targets established in 2015 by the United Nations Global Compact.

### > Human Rights

At Cimpress, we recognize that we are a global corporate citizen with a responsibility to set an example in our business dealings with others. We do not use forced, involuntary or child labor in any of our facilities or permit its use in any part of our supply chain. We have a separate Supplier Code of Conduct which we ask our suppliers to abide by. Our supplier Code of Conduct can be found on our Cimpress.com website.

#### Q

What do we do to ensure our suppliers do not engage in human rights abuses?

#### A

To ensure that our supply chain is free from human trafficking and modern slavery, our global procurement organization has implemented an interconnected series of processes such as asking our suppliers to review and sign our Supplier Code of Conduct, screening suppliers via a third-party database for sanctions and adverse publicity related to human rights, and conducting periodic social audits of our suppliers. Similarly, each of our operating units is expected to ensure their supply chain does not allow for unacceptable practices such as child labor, slavery, and unsafe working conditions.

## Q

How do I know if something is “material” information?

## A

If the information would cause a reasonable investor to want to buy or sell a company’s stock, then it is “material”. Ask yourself, “Does this information make me want to buy or sell this company’s stock?” If the answer is yes, you are likely in possession of material information and you should avoid making a trade until that information is made public.

## OUR INVESTORS

We have a responsibility to take financial decisions in accordance with the financial goals that our investor relations team and senior executives communicate to investors, and the budgets and capital allocation decisions that we establish. We state very clearly that our uppermost financial objective is the intrinsic value per share of Cimpres, and we regularly communicate our investment philosophies, assessments and plans. Each investor can then decide to invest, divest or hold our shares based on their own judgment and investing philosophies. We must do all we can to protect our reputation as an honest and trustworthy company.

### > Insider Trading

In the course of our jobs, we could come into contact with material information about Cimpres that is not known to the public, like revenue levels, financial results, the potential acquisition of a business, or specific technology achievements. We might also come into contact with material non-public information about other companies, like our suppliers and customers. Until this information is disclosed to the public:

- Do not buy or sell the stock of Cimpres or those other companies.
- Do not communicate that information to others who might trade on the basis of that information.

Each quarter, we are subject to a blackout period during which we can not trade Cimpres stock. That period begins two weeks before the end of our fiscal quarter and ends at the end of the second trading day after we announce our earnings for the quarter.

We have a separate Insider Trading Policy posted on the Corewiki. If you are uncertain about whether you are prohibited from buying or selling Cimpres stock or the stock of any other company that you are familiar with by virtue of your relationship with Cimpres, please consult with the Cimpres legal department before making that purchase or sale.



## Q

My team just completed our highest revenue generating quarter. My location has digital signage. What a terrific way to let everybody know how great we're doing!

## A

Not exactly. The digital signage is visible to Cimpres tem members, as well as people visiting the building. Revenue numbers are confidential until disclosed through the appropriate channels in our public filings. Congratulations to your team, but you will need to keep the information confidential until it has been publicly disclosed by the company.

## > Political Activities and Contributions

We should each feel free to engage in political activities using our own personal time and money. But it is important not to engage in any political activity using company time or resources. Make it clear that your views and actions are your own and not those of the company. Also, do not make any payments of corporate funds to any political party, candidate, or campaign.

## > Confidential Information

Confidential information is any non-public or proprietary information related to or held by the company. This includes many things that are valuable company assets, such as:

- information about a potential or actual acquisition, strategic partnerships or contracts
- unpatented inventions, ideas, methods and discoveries
- trade secrets, know-how and other confidential intellectual property, including unpublished patent applications
- strategic plans
- all non-public financial information such as revenue levels, profits and financial or pricing information
- information related to product launches and yields, designs, efficiencies and capacities of our production facilities, methods and systems
- employee, customer and vendor lists
- source code (excluding open source works) or object code
- any material, non-public information that places you in a trading blackout.

It is critical to our continued growth and competitiveness that this information remain confidential and secure. Do not disclose this information to people or companies outside the company, unless there is a specific business purpose and a non-disclosure agreement in place, or we are required by law to disclose it. It is also important to respect our commitment to protect the confidentiality of the confidential information of other companies, including our suppliers and customers.

Third parties may ask you for information about the company. These third parties might include media or securities market professionals (like securities analysts, institutional investors, brokers and dealers). If you receive any inquiries of this nature, you should decline to comment and refer the person to Public Relations or Investor Relations.



All of us must abide by any obligations that we have to our former employers. These obligations may include restrictions on the use and disclosure of their confidential information, restrictions on the solicitation of our former colleagues to come work at Cimpres, and non-competition obligations.

## > Protect and Properly Use Cimpres Assets

Protecting company assets is crucial. These assets include equipment, tools, materials, supplies, and technology resources (such as computers, phones and mobile devices), as well as intangible assets like trademarks, copyrights and patents. Respect the intangible assets of others and if you see a violation of our intangible property rights, notify your legal or finance department. Theft, loss, carelessness and waste have a direct impact on our financial performance. Use company assets for legitimate business purposes and not for any personal benefit or the personal benefit of anyone else. Failure to protect our technology resources can also make our electronic records vulnerable to attack by hackers. We have a separate Information Security Acceptable Use Policy, which can be found on the Corewiki or email [InformationPrivacySecurity@cimpres.com](mailto:InformationPrivacySecurity@cimpres.com) to request a copy.

**Q**

I'm putting together a PowerPoint presentation and need a picture of a cute dog. I used Google and found a great photo on the Internet. I can use it, right?

**A**

Just because something is online doesn't mean you have permission to use it. Contact the copyright owner to receive approval to use the image. The same considerations apply if you wish to use a song or audio file in a presentation.



## Q

The Internal Audit team is here and I'm nervous because I know we made an error in some of our documentation. They go through so many things; will they even know if I don't volunteer to point out the mistake?

## A

Following decentralization, communication and transparency are even more important than ever. If you know there is an error, let Internal Audit know about it. They do not want to assign blame; they want to verify information and help remediate problems. They can help you develop a better process or provide context around why it is important for documentation to be maintained properly. You won't get in trouble for communicating or being transparent with Internal Audit.

## > Maintain Accurate Books and Records

Honestly and accurately reporting all business transactions is central to running an ethical business. Each of us is responsible for the accuracy of our records and reports. Accurate information is essential to our ability to make responsible business decisions and meet legal and regulatory obligations.

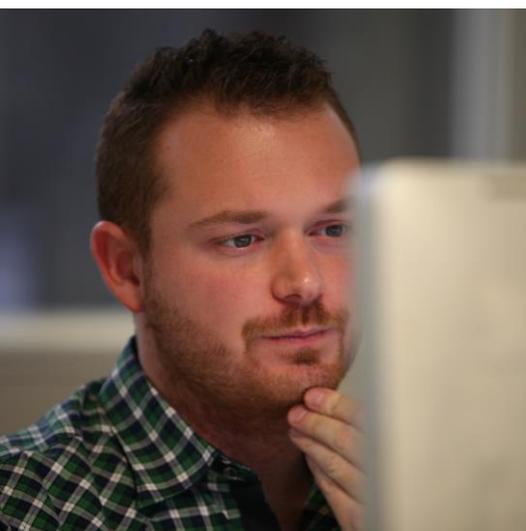
All company books, records and accounts must be maintained in accordance with all applicable regulations and standards and accurately reflect the true nature of the transactions they record. Our financial statements must conform to generally accepted accounting rules and Cimpress' accounting policies. No undisclosed or unrecorded account or fund can be established for any purpose. No false or misleading entries can be made in our books or records for any reason, and no disbursement of corporate funds or other corporate property can be made without adequate supporting documentation.

Cimpress has a legal obligation to provide full, fair, accurate, timely and understandable disclosure in reports and documents submitted to the United States Securities and Exchange Commission and in other public communications. Our statutory accounts and filings must be in accordance with requirements applicable to the jurisdictions in which our subsidiaries operate.

## > Concerns Regarding Financial Reporting Matters

We value accuracy and transparency. Every transaction we engage in must be properly recorded. If you have concerns regarding questionable accounting or financial reporting matters or complaints regarding accounting, internal accounting controls or auditing matters, report the matter to your manager, the finance or legal departments or through our confidential reporting helpline or website. The helpline number and web address for your country can be found on the last page of this Code. Any such concerns or complaints may also be communicated directly to the Chairman of the Audit Committee of the Supervisory Board, Cimpress N.V., Hudsonweg 8, 5928 LW, Venlo, The Netherlands.

We will not discipline, discriminate against or retaliate against any team member who reports a complaint or concern in good faith.





**“It’s critical that we do the right things in the best interests of Cimpress so that we can all remain focused on pursuing the tremendous opportunities in front of us.”**

**Sean Quinn  
EVP, Chief Financial  
Officer**

## > Dealings with Auditors

We participate in many kinds of audits at Cimpress and it is essential to our success that we cooperate with our auditors. Never make any false or misleading statement or omission to an accountant (internal or external) in connection with any audit, review or examination of Cimpress’ financial statements or the preparation or filing of any document or report with the Securities and Exchange Commission or other governmental agency. It is important not to take any action to coerce, manipulate, mislead or fraudulently influence any accountant engaged in the performance of an audit or review of our financial statements. The same applies to a qualified security assessor conducting a PCI evaluation or any other information security audits.





## ADMINISTRATION OF THE CODE

### > Waivers

While most of the policies contained in this Code must be strictly adhered to, in very rare cases exceptions may be appropriate. Any team member who believes that an exception to any of these policies is appropriate in his or her case must obtain the prior approval of the Cimpres legal department.

### > Investigating and Resolving Issues Under the Code

We are committed to thoroughly investigating reports of potential violations of the Code. If we receive information regarding an alleged violation of this Code, we will:

- evaluate the information,
- determine whether the report involves behavior that is suitable for an informal inquiry or a formal investigation and, if so, initiate that inquiry or investigation,
- determine whether disciplinary measures must be taken, and
- where appropriate, report the results of the inquiry or investigation to the Supervisory Board or a committee of the Board.

We are all expected to cooperate fully with any inquiry or investigation regarding an alleged violation of this Code. Failure to cooperate with any inquiry or investigation may result in disciplinary action, including termination.

Violation of this Code may result in potential legal liability to Cimpres or cause serious damage to our reputation and so constitutes a serious violation of Cimpres' policies. Failure to comply with the standards outlined in this Code may result in disciplinary action including, but not limited to, reprimands, warnings, demotions, reductions in salary or termination.

Certain violations of this Code may require Cimpres to refer the matter to the appropriate governmental or regulatory authorities for investigation or prosecution. Any supervisor who directs or approves of any conduct in violation of this Code also will be subject to disciplinary action, up to and including termination.

## > Amendments

We strive for continuous improvement in all aspects of our ethics and compliance program. As a result, Cimpres may amend this Code from time to time. The most current version of this Code can be found on the Corewiki and on [www.cimpres.com](http://www.cimpres.com).

Revised: November 2017

## CONFIDENTIAL HELPLINE NUMBERS AND WEBSITES

Australia	1-800-099-138	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
Austria <sup>(1)(2)</sup>	0800-200-288/855-225-7061	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Belgium <sup>(1)(2)</sup>	0800-100-10/855-225-7061	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Canada	855-225-7061	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
China	4008800624	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
Czech Republic <sup>(2)</sup>	800-144-309	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
France <sup>(2)</sup>	0800-91-6366	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Germany <sup>(1)(2)</sup>	0800-2255-288/ 855-225-7061	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Hong Kong	800-90-3803	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
India <sup>(1)</sup>	000-117 /855-225-7061	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
Ireland <sup>(1)(2)</sup>	00-800-222-55288(UIFN)/855-225-7061 0-800-89-0011(Northern)/ 855-225-7061 1-800-550-000/855-225-7061	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Italy <sup>(2)</sup>	800-785-500	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Jamaica	1-888-240-1687	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
Japan <sup>(3)</sup>	00531-11-0298 (KDDI) 0066-33-830527 (NTT) 0034-800-600165 (Softbank)	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
Mexico	011-844-376-3328	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>
Netherlands <sup>(1)(2)</sup>	0800-022-9111 /855-225-7061	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Philippines	800-111-10915	<a href="https://cimpress.alertline.com">https://cimpress.alertline.com</a>

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Spain <sup>(1)(2)(4)</sup>	900-99-00-11/855-225-7061	<a href="https://cimpresssp.alertline.com">https://cimpresssp.alertline.com</a>
Switzerland <sup>(1)(2)</sup>	0800-890011/855-225-7061	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>
Tunisia <sup>(2)(4)(5)</sup>	001-704-552-8188	<a href="https://cimpresssp.alertline.com">https://cimpresssp.alertline.com</a>
United States	855-225-7061	<a href="https://cimpres.alertline.com">https://cimpres.alertline.com</a>
United Kingdom <sup>(2)</sup>	0808-234-0677	<a href="https://cimpresseu.alertline.com">https://cimpresseu.alertline.com</a>

(1) *Where two sets of numbers are listed on the same line, dial the first set of numbers and wait for the tone. Then dial the second set of numbers.*

(2) *In the EU countries and Tunisia, you will only be permitted to report financial-related matters (financial, auditing, accounting, banking, anti-bribery).*

(3) *In Japan, call the line consistent with your phone service provider.*

(4) *Anonymous reporting is not permitted by law in Spain or Tunisia. You will be asked to provide your identity when calling from these countries.*

(5) *In Tunisia, this will be a collect call. Once you have an outside line, dial the operator and wait. Once the operator is on the line, ask to place a collect call to the US and read the helpline number. After the number has been dialed, you will hear a recording that says “Yes, we will accept the charges” twice. You will then hear a greeting asking you to select the language you would like to speak.*