

SUPPLIER CODE OF CONDUCT (INCLUDING BILL S-211)

This Supplier Code of Conduct outlines the mandatory ethical, social, environmental, and governance requirements expected of all suppliers.

1. PURPOSE & SCOPE

Suppliers must adhere to these standards and all applicable laws.

2. COMPLIANCE WITH LAWS & REGULATIONS

Suppliers must comply with all laws. Bill S-211 prohibits importing goods made using forced or child labour.

3. PROHIBITION OF FORCED LABOUR

Suppliers must not use forced labour, trafficking-related labour, or involuntary work.

4. PROHIBITION OF CHILD LABOUR

Suppliers shall not employ anyone below the legal minimum working age.

5. DUE DILIGENCE & RISK MANAGEMENT

Suppliers must assess and mitigate risks of forced and child labour throughout their operations.

6. REMEDIATION REQUIREMENTS

Suppliers must take immediate corrective actions if risks or violations are identified.

7. TRANSPARENCY & REPORTING

Suppliers must support accurate and timely reporting aligned with S 211 obligations.

8. ETHICAL BUSINESS CONDUCT

Suppliers must act with integrity, avoiding corruption and maintaining accurate records.

9. HEALTH, SAFETY & WORKING CONDITIONS

Suppliers must provide safe and healthy work environments.

10. ENVIRONMENTAL RESPONSIBILITY

Suppliers must comply with environmental regulations.

11. SUPPLIER MANAGEMENT COMPLIANCE

Suppliers must communicate these requirements to their own suppliers.

12. MONITORING & AUDITS

The organization may conduct audits and require corrective actions.

13. REPORTING MECHANISMS

Suppliers must provide safe channels for reporting violations.

14. ACCEPTANCE & SIGNATURE

The supplier acknowledges and agrees to comply with all requirements outlined in this Code.

Supplier Name: _____

Authorized Representative: _____

Title: _____

Signature: _____