

## SASKARC INC. – SUPPLIER CODE OF CONDUCT

The Saskarc Inc. Supplier Code of Conduct describes Saskarc's expectations of how its suppliers conduct business and interact with us. The code reflects and frames the values and standards that Saskarc Inc. expects suppliers and their subcontractors to adhere to when engaged in business with us. Depending on the nature of the good or service being sourced, Saskarc Inc. may have additional requirements, which are specified during the procurement process and the ongoing management and monitoring of the relationship.

Saskarc Inc. is committed to sourcing products and services from suppliers who respect human rights, ethics, and the environment and have responsible policies and practices. Specifically, we expect our suppliers to operate in a manner that is consistent with these values and that is appropriate and relevant to their respective products, services, and industries.

Suppliers are expected to have guidelines, policies, and practices that are communicated throughout the organization (including training), upheld by all levels of the business, and considered in and applied to their own supply chain activities.

### Guidelines, policies & practices must address the following:

1. **Human Rights** – A culture of respect for all people. Saskarc Inc. believes that all employees, contractors, and subcontractors deserve a fair and ethical workplace and must be treated fairly, with dignity, respect, and integrity. All employees, contractors, and subcontractors are entitled to a workplace free of discrimination, harassment, intimidation, humiliation, violence or threatening behaviour, or abuse.
2. **Health & Safety** – A culture of safety and supporting practices, minimizing risk of injury, illness, or death, and documented safety procedures (including incident reporting).
3. **Code of Ethics** – Guidelines for workplace performance that define organizational expectations in respect of ethical, moral, and legal behaviours.
4. **Diversity & Inclusion** – Commitment within the workplace for diversity, including hiring and promoting based on merit.
5. **Prohibition of Forced or Child Labour** – Commitment from all suppliers, contractors, and other business partners that they will refrain from contributing to, using, or benefitting from Forced or Child Labour.

By doing business with Saskarc Inc., you are deemed to have read and understood this Supplier Code of Conduct. Failure to adhere to these standards or failure to correct violations may reflect negatively on your relationship with Saskarc Inc.