



SUPPLIER CODE OF CONDUCT

SUPPLIER CODE OF CONDUCT

Dear Valued Supplier:

Acadian Seaplants Limited is committed to providing sustainable solutions for healthier plants, animals, and people. Sustainability is a core component of our company, our values, and the way in which we operate our businesses. As such, our company supports the ten principles of the United Nations Global Compact (UNGC) on Human Rights, Labor, Environment and Anti-Corruption.

As a condition of doing business with Acadian Seaplants Limited, we expect our suppliers to honour our company values and our commitment to operating a responsible company. Corporate integrity, responsible product sourcing, and the safety and well-being of workers across the global supply chain are of paramount importance to Acadian Seaplants Limited. These principles apply to all aspects of Acadian Seaplants Limited's business, and encompass all manufacturers, distributors, vendors, and other suppliers (each a "**Supplier**" and collectively "**Suppliers**") that supply the products that Acadian Seaplants Limited uses in manufacturing.

Suppliers must operate in a socially and environmentally responsible manner everywhere they do business. These goals can be accomplished only by actively partnering with Suppliers to improve sourcing standards and global supply chain practices.

This notice includes a summary of Acadian Seaplants Limited's Supplier Code of Conduct ("**Code of Conduct**"), which establishes the standards to be met by any Supplier that sells goods to or does business with Acadian Seaplants Limited, regarding:

- the Supplier's treatment of workers;
- workplace safety;
- the impact of the Supplier's activities on the environment; and
- the Supplier's ethical business practices.

We truly believe that by conducting business in accordance with this Supplier Code we are all contributing positively to society and the environment for current and future generations.

Thank you.

Applicability

The Code of Conduct applies to all Suppliers that provide goods to Acadian Seaplants Limited for use in manufacturing or for resale. Suppliers are responsible for compliance with the standards set out in the Code of Conduct throughout their operations and throughout their entire product supply chain. This means that this Code of Conduct applies to:

- Suppliers' facilities, including manufacturing, distribution, and packaging facilities ("**Facility(ies)**"); and
- Suppliers' suppliers, agents, and subcontractors and their respective Facilities.

Slavery and Human Trafficking

Supplier must not engage in slavery or human trafficking, which are prohibited throughout the supply chain. All labour must be voluntary. Slavery includes any type of compelled, involuntary, or forced labour, including, but not limited to:

- shall not engage or support child labour;
- bonded labour;
- indentured labour; and
- prison labour.

Workers have the right to engage in work voluntarily, and Supplier must not require workers to:

- surrender control over original identification papers or documents giving foreign workers the right to work in the country; or
- pay fees for the right to work.

Supplier must ensure that workers have the right to freedom of movement, including the right:

- to leave Supplier's facilities upon reasonable notice and at the end of each workday; and
- to terminate their employment or work arrangement [without restriction/upon reasonable notice] and without the requirement to pay any fees.

Compensation and Benefits

Supplier must compensate all workers with wages, including overtime pay, and benefits that at a minimum meet the highest of:

- the minimum wage and benefits established by applicable law;
- collective agreements; and
- industry benchmark standards.

Suppliers must make wage payments at least monthly and provide benefits on a timely basis.

Work Hours

Contract Manufacturers must uphold the applicable national law and International Labor Organization (ILO) or contractually agreed-upon limit on hours worked.

Employees' compensation shall be paid in full accordance with applicable laws and national wage laws. Workers must not be subject to financial penalties, deductions from basic wages or to illegal deductions from benefits payments as a disciplinary measure unless otherwise provided by local laws.

Contract Manufacturers shall respect the right to rest and leisure of their employees in balancing their work and private lives.

No Discrimination, Abuse, or Harassment

Supplier must not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice based on race, colour, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability, or any other characteristic other than the worker's ability to perform the job.

Supplier must treat workers with respect and dignity.

Supplier must not subject workers to corporal punishment, or physical, verbal, sexual, or psychological abuse or harassment. Supplier must not condone or tolerate such behaviour by its suppliers and subcontractors.

Health and Safety

Supplier must provide a safe, healthy, and sanitary working environment. Supplier must take reasonable steps to prevent workplace hazards, and work-related accidents and injuries.

If Supplier provides residential and dining facilities for its workers, it must provide safe, healthy, and sanitary facilities with clean toilet facilities and potable water.

Freedom of Association and Collective Bargaining

Supplier must respect the right of workers to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.

Environmental Protection

Acadian Seaplants Limited prefers to work with suppliers that share its commitment to environmental sustainability.

Operation of Supplier's Facilities

Supplier must operate its manufacturing and other facilities in compliance with all environmental laws, including laws and international treaties relating to:

- waste disposal;
- emissions;
- discharges; and
- hazardous and toxic material handling.

Inputs and Components

Supplier must ensure that the goods that it manufactures (including the inputs and components that it incorporates into its goods) comply with all environmental laws and treaties. Supplier must ensure that it will only use packaging materials that comply with all environmental laws and treaties.

Gifts and Entertainment

Supplier must maintain the highest ethical standards. Supplier must not offer cash, favours, gifts, or entertainment to Acadian Seaplants Limited's team members.

Report Violations

Please report any violations of the Code of Conduct. Your report will be kept confidential. You can also submit your questions and comments regarding the Code of Conduct to Acadian Seaplants Limited by sending an email to the attention of General Counsel, email address: generalcounsel@acadian.ca.

Acadian Seaplants Limited will not tolerate retaliation taken by Supplier against any worker who has, in good faith, reported violations or questionable behaviour, or who has sought advice regarding the Code of Conduct.

Compliance with Laws

Supplier must comply with all applicable federal, provincial, territorial and local laws and regulations, including laws and regulations relating to all the standards set out in the Code of Conduct. Where the Code of Conduct imposes a higher standard for the benefit of workers or the environment than set out by law or regulation, Supplier must meet the higher standard.