

## SUPPLIERS CODE OF CONDUCT

### Introduction

Sakeenah Canada is dedicated to collaborating with suppliers who uphold ethical business policies and practices, valuing the dignity and human rights of all individuals as well as the environment. The Supplier Code of Conduct establishes the minimum sustainability standards and requirements (ethical, social, environmental and quality) that any supplier that has a contractual relationship with Sakeenah Canada shall comply with.

### Employment & Human Rights

- Suppliers should demonstrate respect for basic human rights, including rights to life and liberty, freedom of thought and expression, and equality.
- Suppliers should have zero tolerance for use of any form of child or forced labor, slavery, or human trafficking in all their operations or facilities.
- Suppliers are expected to adhere to relevant labor laws, including those pertaining to wage rates and terms of employment.
- Suppliers are required to maintain a workplace environment free from harassment, discrimination, violence, retaliation, and any other forms of disrespectful or inappropriate behavior, both in practice and in their policies.

### Health & Safety

- Suppliers should promote a culture of safety and supporting practices and procedures to minimize the risk of injury, illness or death, and operate in compliance with applicable health and safety laws.

### Environment

- Suppliers must assess the effects of their business operations on local communities and ecosystems, implementing suitable management policies and procedures to minimize and address environmental impacts, while also ensuring compliance with all relevant environmental laws.

### Ethics

- Suppliers are obligated to engage in fair business practices and conduct their operations in full compliance with all relevant laws and regulations.
- Suppliers shall strictly prohibit fraud, corruption, bribery and extortion, and comply with all applicable laws and regulations.

Failure to comply with the above standards may result in Sakeenah Canada choosing not to pursue a business relationship with a supplier or choosing to discontinue an existing business relationship with a supplier.

Sakeenah Canada may update its Supplier Code of Conduct from time to time by posting an updated version on its website. It is your responsibility to check this Supplier Code of Conduct periodically for changes.