

HK Kolmar Canada, Inc. has operated with high ethical business standards and integrity in the community where we work and live for more than 65 years. We depend on our network of Suppliers and business partners across the globe to commit to and uphold our high standards of integrity, values and operating principles. Our Supplier Guiding Principles sets the minimum expectations and guidelines with respect to responsible sourcing including our commitment to human rights, the environment, health and safety, business ethics and the development of a diverse and sustainable supply chain.

### Supplier Guiding Principles

All suppliers to HK Kolmar Canada, Inc. are required to meet the following minimum standards of operations. We expect that our suppliers standard operational processes are in compliance with the Supplier Guiding Principles. If a supplier fails to uphold any aspect of the Supplier Guiding Principles requirements, the supplier is expected to promptly implement corrective actions. HK Kolmar Canada, Inc. reserves the right to immediately terminate agreements with suppliers that cannot demonstrate the Supplier Guiding Principles requirements are being upheld or have failed to implement appropriate corrective actions to non-compliances within a reasonable period of time.

### Minimum Requirements:

- **Laws and Regulations:** Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.
- **Child Labour:** Supplier will comply with all applicable local and national child labour laws.
- **Abuse of Labour:** Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.
- **Freedom of Association and Collective Bargaining:** Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.
- **Discrimination:** Supplier will comply with all applicable local and national discrimination laws.
- **Wages and Benefits:** Supplier will comply with all applicable local and national wages and benefits laws.
- **Work Hours and Overtime:** Supplier will comply with all applicable local and national work hours and overtime laws.
- **Health and Safety:** Supplier will comply with all applicable local and national health and safety laws.
- **Environment:** Supplier will comply with all applicable local and national environmental laws and will work to continuously to improve the environment.
- **Business Integrity:** Supplier will comply with all applicable local and national laws and will not use bribes or conduct fraudulent practices.
- **Demonstration of Compliance:** Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of HK Kolmar Canada, Inc.