

## Supplier Code of Conduct.

LeBLANC recognises that purchasing and supply decisions may have a social, economic and environmental impact. Accordingly, one of the key elements of LeBLANC’s Sustainable Procurement Policy is to ensure that all existing and potential suppliers are aware of and comply with the principles and standards set out in this Supplier Code of Conduct.

Suppliers must comply with applicable local and national laws and regulations and LeBLANC expects suppliers to adhere to the following standards:

|                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;"><b>Health &amp; Safety</b></p> <p>All suppliers are to provide working conditions that comply with applicable laws and regulations for the health and safety of all people involved in their business as well as meet any LeBLANC pre-qualification requirements.</p>                                                                                            | <p style="text-align: center;"><b>Modern Slavery</b></p> <p>Suppliers shall not engage in any practices that constitute modern slavery including: people trafficking, slavery, servitude, forced labour, debt bondage, forced marriage and deceptive recruitment.</p>                                                                                                                                                                       | <p style="text-align: center;"><b>Child Labour</b></p> <p>Suppliers shall comply with International Labour Organisation Convention 138 with regard to the minimum age of workers. No child or minor shall be subject to economic exploitation, including through work that is likely to be hazardous or harmful to their health, safety and wellbeing.</p> |
| <p style="text-align: center;"><b>Ethical Standards</b></p> <p>Suppliers should conduct themselves in an ethical and fair manner, free from bias, unfair advantage, or any other behaviour which may cause LeBLANC financial loss or damage to reputation. Comply with all local and national regulatory requirements with regard to bribery, corruption and prohibited business practices.</p> | <p style="text-align: center;"><b>Sustainability Reporting</b></p> <p>Suppliers shall supply to LeBLANC, if requested, all reasonable data necessary for LeBLANC to meet its sustainability objectives and commitments, which may include (but not be limited to) health and safety outcomes, gender diversity, environmental outcomes, and greenhouse gas emissions and energy consumption relating to supplied services and products.</p> | <p style="text-align: center;"><b>Employee Compensation</b></p> <p>Suppliers shall compensate their workers with wages and benefits that meet or exceed the legally required minimum. In addition, race, religion, gender or sexuality shall not be a factor of consideration in said remuneration determination/</p>                                      |
| <p style="text-align: center;"><b>Non-Discrimination</b></p> <p>Suppliers shall not subject any employee to discrimination in employment on the basis of gender, marital status, race, religion, age, disability, sexual orientation, nationality, and political opinion, social or ethnic origin.</p>                                                                                          | <p style="text-align: center;"><b>Management of Environmental Impacts</b></p> <p>Suppliers must manage, and be able to demonstrate their management of, their environmental impacts with respect to energy and greenhouse gas emissions, water, waste, hazardous materials, air emission and chemicals.</p>                                                                                                                                 | <p style="text-align: center;"><b>Environmental Regulatory Compliance</b></p> <p>Suppliers must meet all applicable laws and regulations whether local or national. All their activity must be covered by relevant environmental permits and licences.</p>                                                                                                 |
| <p style="text-align: center;"><b>Non-Retaliation</b></p> <p>Suppliers must respect and recognise that none of its workers will be disadvantaged for exercising their basic human rights, submitting grievances or reporting legal violations in the workplace.</p>                                                                                                                             | <p style="text-align: center;"><b>Harassment and Abuse</b></p> <p>Suppliers shall not tolerate any form of abuse, verbal harassment, bullying or intimidation against any of their employees or anyone who works with them.</p>                                                                                                                                                                                                             | <p style="text-align: center;"><b>Information Security</b></p> <p>Suppliers should protect the information we may share with them and to handle such information in accordance with applicable legal and regulatory requirements</p>                                                                                                                       |