

## Supplier Code of Conduct

### Introduction

As per the [SECURE Energy Code of Conduct](#), Secure Energy Services Inc. (“SECURE” or the “Corporation”) will adhere to high ethical standards in all of its business activities. This expectation extends to our Suppliers, who we expect to share our values and commitment to integrity. For the purpose of this document, the use of the term “Supplier” encompasses all vendors, contractors, consultants, third party representatives and includes any Supplier subsidiaries and affiliates.

SECURE is guided by our values and expectations to live and work the SECURE way.

### SECURE’s Values:

- Treat others the way they want to be treated
- Be a great team member
- Do the right thing
- Work safely
- Enjoy serving customers
- Hold yourself accountable

In order to maintain a business relationship with SECURE, Suppliers are expected to embrace these values and follow the expectations outlined in this Supplier Code of Conduct (“the Code”). The Code establishes standards and principles with respect to labour and human rights, business ethics, health and safety, environmental sustainability, and stakeholder engagement.

### **Labour and Human Rights**

SECURE strives to have an inclusive, fair and respectful work environment which includes our supply chain. Every person, affiliated with our Suppliers, is to be respected and to be treated fairly without discrimination by reason of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status or physical handicap.

Suppliers must abide by applicable employment standards, labour, non-discrimination and human rights legislation. This includes but is not limited to, the following expectations for Suppliers:

- Solely employ workers who meet the applicable minimum age requirement.
- Never use any involuntary labour.
- Maintain work hours in compliance with all applicable laws and regulations.
- Comply with SECURE’s [Workplace Non-Discrimination, Violence, Harassment and Bullying Policy](#).
- Respect and support the free association of labour and employee rights to join a trade union and bargain collectively, where allowable by law.
- Conform with International Labour Organization ([ILO](#)) Standards
- Contact SECURE if there is any support required to improve Suppliers’ own workforce performance in the area of human rights.

## Business Ethics

SECURE complies with all laws and regulations applicable to its activities and ultimately, concern for what is right must underlie all business decisions. Suppliers are expected to conduct business with integrity and uphold high standards of ethics and behavior across all facets of their business. This encompasses complying with all applicable laws and regulations in the jurisdictions where SECURE and the Supplier operate (including anti-corruption and anti-bribery laws). Suppliers must avoid any conflicts of interest in their work with SECURE. Suppliers also will take all reasonable steps to protect the privacy of personal information of all affiliates and business partners, including SECURE.

## Health and Safety

SECURE's commitment to Health and Safety starts with every single person going home safe. SECURE is guided by our [Health and Safety Policy](#) and our [8 Life Saving Rules](#) and we require our Suppliers to maintain the same priorities and safety culture to promote everyone to Go Home Safe. These priorities include engagement at all levels, situational awareness, and personal ownership / accountability. Additionally, all products delivered to SECURE shall meet quality standards and laws and be safe for their intended use.

## Environmental Sustainability

SECURE is committed to reducing our environmental impact across our supply chain, as responsibly delivering energy to the world and minimizing risk go hand-in-hand. We develop sustainable environmental approaches that are customized to the specific conditions and minimize damage to water, air, land and people.

Our Suppliers must have the appropriate management policies and procedures in place to abide by the same standards, including complying with all pertinent laws and regulations. Suppliers should strive to commit to being forward thinking and environmentally responsible including engaging in the following, where applicable:

- A regulatory planning, compliance, auditing and improvement cycle
- Soil and groundwater monitoring
- Emissions monitoring and management programs
- Reclamation and remediation

## Stakeholder Engagement

SECURE builds lasting business relationships through engagement and discussions and we are committed to providing Supplier opportunities to qualified local businesses, residents and Indigenous People in the areas surrounding the communities in which we operate. We are dedicated to promoting a business culture that is inclusive and respects diversity. Our [Indigenous Relations policy](#) outlines our commitment to respectful engagement and shared prosperity between Indigenous Communities and our business. We encourage our Suppliers to be engaging and utilizing diverse third parties.

## Compliance

SECURE may amend, supplement or update this Supplier Code of Conduct anytime.

Suppliers are asked to confirm that they will comply with the principles set out in this Supplier Code of Conduct.

SECURE reserves the right to monitor our Suppliers' compliance to the Code by requesting information from its Suppliers and to audit a Supplier's business practices and processes. This includes all aspects of this Code. SECURE utilizes ComplyWorks, Compliance Management System to screen Suppliers' business activities which includes, but is not limited to, health and safety information, environmental performance, labour practices and human rights performance.

Any person with reason to believe that this Code is not being respected by a SECURE Supplier or affiliate is asked to report violations in accordance with the procedures described in the Corporation's [Whistleblower Policy](#). Violations of this Code will result in the Corporation taking effective remedial action commensurate with the severity of the violation.

If you require any clarification or have questions regarding SECURE's Supplier Code of Conduct, please contact our Supply Chain team: [sesupplychain@secure-energy.com](mailto:sesupplychain@secure-energy.com).