

SUPPLIER

CODE OF CONDUCT



COMMITMENT OF FOURNIER -
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1. INTRODUCTION

This Supplier Code of Conduct for Fournier (the “Code”) sets out the expectations of Fournier and its subsidiaries regarding the suppliers with whom it maintains business relationships.

The term “Supplier” refers to any organization, its representatives, shareholders, affiliates, directors, employees, and subcontractors that provide goods or services to Fournier.

The Code complements the laws and regulations in effect in Quebec and Canada, as well as the contracts concluded between Fournier and its suppliers.

2. COMMITMENT OF FOURNIER

Fournier recognizes the importance of ethical, social, and legal principles in business and views their adherence as a fundamental responsibility.

With this in mind, Fournier strives to enforce its Supplier Code of Conduct with all its Suppliers. By formally adopting a Code, Fournier demonstrates its commitment to rigorous and predefined standards of conduct in all its operations and ensures uniformity throughout its supply chain.

For this reason, we request all Fournier Suppliers to adhere to the Code and apply each of its principles. Fournier expects its Suppliers to communicate the expectations defined in the Code to their subcontractors.

3. SCOPE OF APPLICATION

The Code applies to all Suppliers providing goods and services to Fournier. In performing their contracts, Suppliers must comply with all applicable laws and regulations.

Suppliers must also make every effort to adhere to the principles outlined in this Supplier Code of Conduct when dealing with Fournier.

4. ETHICS AND PROFESSIONALISM

Suppliers must act with integrity, honesty, professionalism, and adhere to the highest ethical standards while respecting human rights and the environment to preserve the integrity of Fournier and its clients.

5. RULES OF CONDUCT

5.1 BUSINESS ETHICS PRACTICES

Conflicts of Interest

Suppliers guarantee that no actual, apparent, or perceived conflict of interest exists or is likely to arise in the performance of the contract. Should Suppliers become aware of any situation that causes or is likely to cause a conflict of interest, they must immediately inform the contracting authority in writing.

Corruption and Fraud

Suppliers must conduct all their activities with integrity, avoiding any form of fraud, and engage in fair competition based solely on the quality of their products and services. They must comply

with all applicable anti-corruption laws and regulations, including those prohibiting bribery, kickbacks, and other unethical business practices.

Bribes and Gifts

Suppliers must neither offer bribes, unreported commissions, gifts, or other benefits to maintain market position or gain an unfair or improper advantage, nor make or authorize illegal payments to anyone, including Fournier employees.

5.2 ENVIRONMENTAL COMPLIANCE

Suppliers must conduct their operations sustainably, prioritizing environmental protection. Suppliers must comply with all environmental laws and regulations applicable to their products and activities.

Additionally, Suppliers must minimize the environmental impact of their products and operations by adopting measures to prevent pollution and efficiently conserve and use resources necessary for their activities.

5.3 HUMAN RIGHTS AND LABOR STANDARDS

Alcohol and Drug-Free Workplace

Suppliers commit to promoting a workplace free of alcohol and drugs. Accordingly, when on Fournier premises or construction sites, employees must have no traces of alcohol or drugs in their system. Any worker exhibiting behaviors suggesting the influence of alcohol or drugs will be immediately removed from their work, subject to testing and investigation.

Confidentiality of Personal Information

Suppliers commit to ensuring the confidentiality of information accessed during their business relationship with Fournier, whether provided by Fournier or collected independently. This includes personal, financial, commercial, industrial, and technical information belonging to Fournier or third parties.

Suppliers may only use such information for purposes explicitly outlined in the contract.

Discrimination

Suppliers must not engage in discriminatory hiring or employment practices based on gender, race, color, origin, political or other opinions, sexual orientation, religion, or any other commonly recognized grounds of discrimination.

Foreign Supplier Employees

Suppliers commit to complying with applicable immigration and work permit legislation for all their foreign employees.

Labor Relations

Suppliers commit to respecting workers' rights and labor legislation, including:

- Adhering to applicable minimum wage standards or, if no legislation exists, paying workers sufficiently to meet basic needs;
- Respecting freedom of association and the right to collective representation and negotiation;

- Creating a workplace free of harassment, intimidation, violence, or abuse.

Respect and Dignity

Suppliers must ensure fair, ethical, and respectful treatment of all employees regardless of their professional status while preserving their dignity. They must prevent all forms of harassment, intimidation, and victimization, including abusive treatment, whether sexual, physical, or psychological. Suppliers must also guarantee a workplace where employees can express concerns about safety, legality, or ethics without fear of retaliation.

Health and Safety

Suppliers commit to applying health and safety standards that comply with laws, regulations, and Fournier's frameworks, where applicable, to ensure safe and healthy working conditions for all employees.

5.4 HUMAN TRAFFICKING, FORCED LABOR, AND CHILD LABOR

Human Trafficking

All Supplier workers must work voluntarily without any form of exploitation, including trafficking for forced labor or sexual exploitation. Suppliers must not engage in human trafficking activities.

Forced Labor

Suppliers must not coerce anyone into performing work under threat of punishment. Employees must be free to leave or terminate their employment with reasonable notice and without surrendering government identification documents, such as passports or work permits.

Child Labor

All workers must meet the legal minimum working age as defined by applicable laws and regulations. No worker under 18 may perform hazardous tasks that endanger their health or safety.

5.5 FAIR AND COURTEOUS TREATMENT OF CLIENTS, EMPLOYEES, AND PARTNERS

Suppliers commit to treating Fournier's clients, employees, and partners with courtesy and professionalism at all times.

6. COMPLIANCE WITH THE CODE OF CONDUCT

Selection Criteria

Adherence to this Code is a crucial element considered during Fournier's Supplier selection process.

Right to Audit

Fournier reserves the right to verify Suppliers' compliance with this Code. Verification may include self-assessment by the Supplier or an audit conducted by Fournier representatives (or an entity designated by Fournier) who may visit the Supplier's premises with reasonable notice, where possible.

Reporting

Any questions related to this Code must be confidentially submitted to the Procurement Director by phone at (1-418-423-4241) or via the following confidential email address: signalement@fournierindustries.com.



Non-Compliance

In the event of non-compliance with any term of this Supplier Code of Conduct, Fournier reserves the right, at its sole discretion, to terminate any business relationship with the Supplier.

7. ACKNOWLEDGEMENT OF THE SUPPLIER CODE OF CONDUCT

The undersigned Supplier hereby declares and agrees that:

- They have read and understood this Code and commit to complying with all its provisions;
- They understand the obligations and rules arising from a business relationship with Fournier and agree to abide by them;
- They understand the principles guiding Fournier Suppliers regarding ethics and integrity and agree to uphold them; and
- By signing below, the undersigned Supplier's representative affirms they have the appropriate authority to bind the Supplier.

Name

Position

Supplier Name

Signature

Date