



Code of conduct

for suppliers of Biron Health Group Inc.



01

Introduction



This Biron Health Group Inc. *Supplier Code of Conduct* (“**Code**”) sets out the expectations that the Biron Health Group Inc. and its affiliates (collectively, “**Biron**” or “group”) have of its suppliers with whom the group maintains business relationships in terms of ethical behaviour, respect for human rights, environmental responsibility and governance.

The term “supplier” refers to any organization, its representatives, shareholders, affiliates, directors, employees and subcontractors or any self-employed person who provides goods or services to Biron. Business relationships include all links and exchanges,

verbal or written, between Biron and its suppliers (collectively, the “parties”), whether or not there is a binding contract between the parties. The Code is in addition to the laws and regulations in force in Quebec and to any contracts entered into between Biron and its suppliers.

By adopting this Code, Biron expresses its willingness to work with suppliers who respect ethical behaviour and social responsibility, while integrating environmental, social and governance considerations in their activities and supply chain.



02

Ethical Standards

Code compliance

The supplier must implement verifiable measures to comply with this Code. Consequently, in order to ensure compliance with the Code, as well as with applicable laws, Biron reserves the right to audit its suppliers upon prior written notice.

Biron encourages integrity and transparency and takes a zero-tolerance approach to corruption and bribery, rejecting all forms of unfair business practices. Suppliers must also act ethically and apply fair practices in order to provide a competitive and fair environment. Biron also encourages its suppliers to implement a confidential and accessible reporting mechanism that enables their employees to report, without fear of retaliation, any actual or suspected violation of this Code or applicable laws.



03

Environmental Protection

Environnement

Biron is committed to minimizing its environmental footprint and thus expects suppliers to do the same. Accordingly, any measures taken to achieve this objective will be taken into consideration when selecting a supplier, particularly with regard to the following:

- Hazardous materials
- Pollutants
- Wastewater and waste
- Air emissions
- Air and water quality
- Energy consumption
- Greenhouse gas emissions

Continuous improvement

Biron expects its suppliers to continuously improve their environmental performance and resilience to climatic risks throughout their partnership.



04

Social



Respect for human rights

The supplier must respect human rights, such as:

- The Universal Declaration of Human Rights, and/or;
- The ILO Declaration on Fundamental Principles and Rights at Work.

The supplier must guarantee respectful working conditions in terms of work hours, minimum age of employment, wages, as well as freedom of association and collective bargaining. The supplier must maintain a work environment free of harassment, abuse, and discrimination based on race, gender, age or other grounds.

Slavery and forced labour

Biron is committed to combating modern slavery and forced labour in its operations and those of its suppliers. No child should be engaged in activities that compromise their education or well-being. Consequently, Biron categorically refuses any work done by children and demands that its suppliers do the same and comply with laws on the minimum age of employment, while applying a zero-tolerance policy in this respect in all its operations and supply chains.

Inclusion and diversity

Biron values equality and diversity, and expects the supplier to foster an inclusive workforce, guaranteeing equal opportunities for under-represented groups. The supplier must ensure that its recruitment practices and partner choices reflect this diversity.

Occupational health and safety

The supplier commits to applying occupational health and safety standards that comply with applicable laws, in order to ensure healthy and safe working conditions for all employees.

Community involvement

Biron also expects suppliers to contribute to the well-being of the communities they serve. For example, this could include participating in local initiatives, supporting local NGOs, or contributing to the economic development of neighbouring communities.



05

Governance

Professional ethics

The supplier must establish clear policies on ethics and business conduct, including provisions regarding conflicts of interest. The supplier is encouraged to raise its employees' awareness of the principles set out in this Code.

Biron and its suppliers must promote a respectful work environment.

Fair business practices

Biron expects the supplier to respect fair and transparent competition practices.

Protection against retaliation

The supplier is prohibited from taking any form of retaliation against an individual who, in good faith, has reported non-compliant behaviour under this Code or applicable laws.

Corrective measures

Biron reserves the right to apply corrective measures in the event of non-compliance with the Code; this includes, but is not limited to, written warnings, temporary suspension or termination of contracts.



Person in charge of the Code

The Senior Director, Supply Chain and Logistics is the person in charge of this Code.

Biron reserves the right to update this Code at any time.

Jérôme Théorêt

Senior Director, Supply Chain and Logistics