



AEPL SUPPLIER CODE OF CONDUCT AND ETHICS

At Advance, we are committed to conducting business with integrity and compliance with the highest ethical standards. We expect our suppliers to share these values and demonstrate responsible and ethical behavior in all their business practices. This Code of Conduct for Suppliers delineates the expectations and standards all our suppliers must adhere to when conducting business with our company.

1. APPLICABILITY AND ACKNOWLEDGEMENT

This Code of Conduct applies to all materials suppliers, vendors, contractors, sub-contractors, and service providers, collectively called the "Supplier." The acknowledgment of this Code is a mandatory requirement in all supply contracts with AEPL. Every Supplier must adhere to the principles outlined in this Code, and the Supplier affirms that all its activities are subject to the provisions contained herein. These provisions operate in conjunction with and do not replace any stipulations within the legal agreements or contracts between the Supplier and AEPL.

2. BUSINESS ETHICS, CONDUCT, AND INTEGRITY

As an AEPL Supplier, ethical business conduct and integrity are paramount. Fair business practices, truthful advertising, and potential conflicts of interest disclosure are mandatory. Bribery, corruption, and unethical business practices are strictly prohibited.

3. LABOUR, HUMAN RIGHTS, AND NON-DISCRIMINATION

The Supplier is expected to protect the human rights of its employees and provide a workplace free of discrimination, harassment, and abuse. Compliance with labour laws, including prohibiting forced or child labour, is mandatory. Fair compensation, reasonable work durations, and a secure occupational environment are fundamental and requisite components.

4. LEGAL COMPLIANCE

The Supplier shall adhere to all applicable laws, rules, and regulations of the jurisdictions where they operate and conduct business. Engagement in industrial espionage or illegal means for competitive intelligence is strictly prohibited.



5. ENVIRONMENT, HEALTH, AND SAFETY (EHS) MANAGEMENT

The Supplier shall maintain a safe working environment, protect workers from hazards, and engage in environmentally responsible practices. Measures to reduce waste, promote climate-friendly products, and ensure compliance with environmental laws are mandatory.

6. PRIVACY, INTELLECTUAL PROPERTY, AND DATA PROTECTION

The Supplier shall safeguard confidential information provided by AEPL, ensuring privacy and protecting intellectual property rights. Compliance with data protection laws, transparent use of personal data, and technical protection against unauthorized access are essential.

7. ADDITIONAL GUIDELINES FOR AEPL SUPPLIERS

Suppliers working with AEPL are expected to embrace AEPL's core values, including a commitment to safety, collaborative teamwork, demonstrating respect, fostering creativity, continuously improving, embracing transparency and accountability, and acknowledging and celebrating successes. Non-compliance with this established Code may lead to the termination of the Supplier's association with AEPL. Advance reserves the right to conduct audits and assessments. For any concerns, suppliers are encouraged to communicate via email at purchasing@aepl.ca.