

INTRODUCTION

We are committed to maintaining the highest ethical standards, behaviors and compliance. This Supplier Code of Conduct specifies the minimum standards of behavior IMPACT Pump Solutions LTD (IMPACT) requires of our suppliers.

At IMPACT, we recognize our supply chain's critical role in manufacturing engineered products and services. Committed to our purpose, vision, and values, we stand firm in our dedication to conducting business that drives success while safeguarding the environment, health, safety and rights of our employees, customers, the public and other stakeholders.

We hold ourselves and our suppliers accountable to a code of conduct that reflects our core principles. Our procurement process reflects our commitment to sourcing products and services from suppliers who share our values and operate with integrity. We engage with suppliers who operate within the highest standards of business conduct. This includes unwavering compliance with laws, codes and regulations governing health, safety, employment, human rights, and environmental protection. Suppliers must responsibly conduct all operations in a manner that is free from coercion and harassment and fosters an environment where every individual's rights are respected.

We will maintain a process that includes annual activities such as:

- Maintenance of an active supplier list
- Supplier code of conduct reviews with IMPACT staff
- Supplier code of conduct reviews of IMPACT suppliers
- Supply assessments
- Canadian Government reporting compliance
- Tracking of required files
- Public awareness, see www.ipumps.com

STANDARDS

Our standards are non-negotiable. Each supplier is responsible for its actions and is obligated to uphold these standards throughout their operations and supply chain. We collaborate only with those who demonstrate a commitment to diligence and compliance, ensuring responsible measures to uphold and adhere to applicable statutes, regulations, and bylaws in their practices/services.

Our suppliers are responsible for compliance with the standards in this document. They need to ensure their entire supply chain is complaint. This includes their vendors, manufacturers, sub-suppliers, agents, and subcontractors. Suppliers are also expected to provide products and services that meet the highest quality and safety standards. This encompasses strict adherence to product specifications, rigorous testing, and certification requirements.

Human Rights and Modern Slavery

- All labour must be voluntary.
- Fair pay & benefits, we recognize the need to reward fairly for skill contribution and performance.
- Suppliers shall not support or engage in slavery or human trafficking in any part of its supply chain. Supplier shall ensure that its supply partners do not support or engage in or require any; (a) compelled, involuntary or forced labour (b) labour to be performed by children (c) bonded labour (d) Indentured labour.

Fair Treatment and Non-Discrimination

- Discrimination means any form of unequal treatment that causes extra burdens or denies benefits.
- Harassment means a course of comments or actions that are known, or ought reasonable to be known to be unwelcome.
- Anti-harassment and anti-discrimination policies make it clear that harassment and discrimination will not be tolerated.
- These human rights policies should be linked to existing organizational policies and integrated into the way the organization operates daily. Suppliers should be committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities.
- Suppliers should promote diversity and inclusion within their workforce and avoid discrimination based on race, gender, age, religion, sexual orientation, or any other protected characteristic.

Material Compliance and Conflict Materials

- In providing materials or services to IMPACT, suppliers must not use any minerals (or metals derived from such minerals) that have been illegally mined, transported, or traded in a manner that directly or indirectly finances or benefits non-state armed groups or private security forces.

Health, Safety and Environment Sustainability

- IMPACT is committed to providing its employees with a safe and healthy working environment complying with all applicable laws and regulations regarding working conditions.
- Having regard for the environment, meeting at least minimum industry standards and regulations, and having measures in place to minimize their impact on the environment as much as possible.

- Suppliers are encouraged to minimize their environmental impact by adopting sustainable practices. This includes reducing waste, conserving energy, and using environmentally friendly materials. Compliance with relevant environmental laws and regulations is mandatory.
- Ensure staff are aware of societal and environmental consequences of actions and clearly communicate expected impacts factually and objectively.

Business Integrity and Competence

- We do not tolerate bribery and corruption in any form.
- Act and conduct business with integrity, honesty, fairness, and objectivity.
- Be truthful and transparent in all professional interactions and activities.
- Execute professional responsibilities and make decisions in an objective, factual, and fully informed manner.
- Offer services, provide advice, and undertake assignments only in areas of competence, expertise, and training.
- Avoid conduct that unjustly harms or threatens the reputation of the Society and its members.
- Act and conduct business in a professional and socially responsible manner.

Confidentiality and Intellectual Property

- Safeguard Proprietary Information and Avoid Conflicts of Interest
- Ensure the protection and integrity of confidential information.
- Fully disclose and avoid any real or perceived conflicts of interest that could impair objectivity or independence in the service of clients, customers, employers, or Society.
- Do not use the intellectual property of others without permission (plagiarism). Document the permission as it is obtained.
- Proper use of IMPACT assets (physical and intellectual) from fraud, theft, and destruction

SUPPLIER COMMITMENT

Suppliers shall make the IMPACT Supplier Code of Conduct available to employees in the business language of the company.

Suppliers shall make their employees aware of the IMPACT reporting process below.

Suppliers are required to disseminate these requirements throughout their own supply chain and incorporate the principles set out in the Supplier Code of Conduct as part of their routine business practices.



Suppliers must maintain accurate records to demonstrate compliance with applicable laws and the Supplier Code of conduct. Suppliers must not destroy any records that may be relevant to any legal or regulatory proceeding.

IMPACT reserves the right to audit or investigate suppliers regarding Supplier Code compliance. Suppliers must cooperate with any such audits or investigations.

Suppliers who violate the Supplier Code of conduct or are aware of conduct that violates the Supplier Code must report it to IMPACT.

IMPACT may immediately terminate its business relationship, including open purchase orders, with a Supplier if the Supplier or its supply chain Partners breach this supplier code of conduct.

By upholding these standards, we safeguard the integrity of our products and the trust of our customers and stakeholders.

REPORTING & QUESTIONS

IMPACT has a zero-tolerance policy regarding retaliation against anyone who reports honest concerns in good faith.

Suppliers will notify IMPACT of any conflicts of interest prior to entering a business relationship or transaction with IMPACT.

IMPACT staff are responsible for reporting any breach of these obligations by suppliers that they become aware of.

Any person who becomes aware of violations of this Supplier Code of Conduct is strongly advised to report it to their MPACT supply chain representative.

Reports may be made anonymously, if desired and requested. Anyone can report concerns via the web at www.ipumps.com or via the telephone at the numbers provided on the same website.



SUPPLIER CODE OF CONDUCT ACKNOWLEDGEMENT

On behalf of _____ (Supplier) we have reviewed the IMPACT’s Supplier Code of Conduct and will abide by the terms of the IMPACT’s Supplier Code of Conduct or abide by its own equivalent policies and procedures, which shall meet or exceed the requirements set out in the IMPACT’s Supplier Code of Conduct.

Dated this _____ Day of _____, 20_____

Company Name: _____

Contact Name: _____

Signed: _____

Job Title: _____