

Supplier Code of Conduct

Summary

Surrette Battery Company LTD. cares about the social and environmental impact of not just our own operations, but the operations of our suppliers. We strive to form relationships with suppliers who have a positive effect on their environment and their community, and care about the ethics and quality of their products and business. As such, we have high expectations from our suppliers in terms of ethical, worker, environmental, and quality standards. All suppliers must agree to the terms of this policy. They must also review and adhere to the QA 166, Conflict Minerals policy and QA 176, Anti-Slavery and Human Trafficking Policy

Ethical Standards

Surrette Battery Company LTD. has the following ethical expectations from suppliers:

- Suppliers will follow all applicable ethical laws and standards required within the country of operation. This could include but is not limited to health and safety laws and ethical conduct laws.
- Suppliers must provide the minimum amount of benefits required within the country of operation.
- Suppliers must provide a physically safe workplace for their employees and minimize risk of accidents whenever possible.
- Suppliers will follow any applicable laws in their country of operation concerning health and safety precautions.
- Suppliers will prioritize the health and safety of their employees over possible financial gain.
- Suppliers must be intolerant to any form of corruption, money-laundering, or bribery (Examples include excessive gift-giving, conflicts of interest, etc.)

Worker Treatment

Surrette Battery Company LTD. has the following worker treatment expectations from suppliers:

- Suppliers will follow all applicable worker treatment laws and standards required within the country of operation.
- Suppliers will treat all their employees with respect and dignity. No employee will be subjected to any form of harassment, discrimination, or abuse.
- Suppliers will not employ any child labour. Child labour, for the purposes of this policy, is defined as the minimum age of full-time employment within the country of operation.
- Suppliers will only employ workers who are under their own free will. This means we will not tolerate any form of involuntary labour, such as bonded labour, prison labour, or indentured labour.
- Suppliers will pay their employees at least the minimum wage within the country of operation. Suppliers who pay more than minimum wage to their workers will be preferred when forming new supplier relationships.
- Suppliers will not force their employees to work overtime without overtime pay.
- Suppliers will listen to and consider social concerns raised by their stakeholders (their employees, their shareholders, their community, etc.).

Environmental Standards

- Surrette Battery Company LTD. has the following environmental impact expectations from suppliers:
- Suppliers will follow all applicable environmental laws and standards required within the country of operation.
 - Suppliers will consider the entire life cycle of their production operations and consider ways to minimize negative environmental impacts.
 - Suppliers will consider the impacts their operations could have on local biodiversity and consider ways to minimize these negative impacts.
 - Suppliers will strive to use energy, water, and other resources responsibly, and limit unnecessary usage.
 - Suppliers will strive to limit their emissions, such as toxic waste, non-toxic waste, and greenhouse gasses.
 - Suppliers will limit the amount of toxic supplies used for production.
 - Suppliers will not cause environmental damage to protected areas, such as national parks, UNESCO World Heritage sites, or protected Indigenous land.
 - Suppliers will listen to and consider environmental concerns raised by stakeholders.

Quality Assurance

Surrette Battery Company LTD. has the following quality assurance expectation from suppliers:

- Suppliers will follow all applicable quality assurance laws and standards required within the country of operation, as well as within Canada and Nova Scotia as applicable.
- Suppliers must provide good-quality products that are safe for consumer usage.
- Suppliers must provide products/services that meet or exceed food/product safety and quality standards required by Canadian law.
- Suppliers who have regular quality assurance checks completed by third-party sources will be preferred when forming new supplier relationships.

Audits and Reporting

All stakeholders will have the ability to report on any supplier activity that violates the Supplier Code of Conduct. Stakeholders can call 1-800-681-9914 or email sales@rollsbattery.com to ensure these concerns are properly addressed by a Company representative. The identity of the stakeholder who reported the violation will remain anonymous to the supplier. Surrette Battery Company LTD.'s representative will be required to follow up with the stakeholder who reported the violation to ensure that it has been resolved. In the case of several violations of the Supplier Code of Conduct, the contract between Surrette Battery Company LTD. and the supplier in question may be terminated.

Evaluation of Policies

This policy will be reviewed periodically to ensure that this policy still fits the parameters of Surrette Battery Company LTD.'s business model.