

Inland Supplier Code of Conduct

Purpose and Scope

Corporate integrity, responsible materials sourcing, environmental stewardship, and most critically the safety and well-being of workers across the global supply chain are of paramount importance to Inland.

The Supplier Code of Conduct (“Code”) sets standards of ethical conduct which The Inland Group of Companies (“Inland”), including its operating units Integrated Deicing Services (IDS), Quantem Aviation Services (QAS), and Inland Technologies, requires from its manufacturers, distributors, vendors, service providers, and other suppliers of products or services to Inland (collectively, “Suppliers”).

The Code is based on key international human rights standards including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights and Sustainable Development Goals (SDGs).

The Code, which is designed to promote safe and fair working conditions and the responsible management of environmental, social, and ethical risks within Inland’s supply chain, applies when suppliers are doing business with or on behalf of Inland. The standards set out in this Code are expected to apply to the Suppliers’ own activities as well as throughout their supply chain.

Inland requires its Suppliers to adhere to this Code in a manner that is appropriate and proportional to the nature and scale of their activities and the goods and/or services that they supply. Inland recognizes that some of its Suppliers operate in different legal and cultural environments. Where applicable local laws impose less restrictive obligations, the Supplier is expected to adhere to the standards of this Code. Doing business with Inland implies that the Supplier acknowledges the requirement to adhere to the Code.

Provisions of Inland’s Code

1. **Labour Practice and Standards:** Suppliers must abide by applicable employment standards, labour, non-discrimination, and human rights legislation.
 - a. *Freely Chosen Employment:* Suppliers must ensure all labour is voluntary, allowing workers to leave or terminate employment freely. Forced or bonded labour, indentured labour, involuntary prison labour, slavery, or trafficking are strictly prohibited, as is the transportation, recruitment, or receiving and exploitation of individuals through threat, force, coercion, or fraud.

- b. *Child Labour*: Child labour is strictly prohibited. Suppliers must not engage in child labour, with the minimum age for employment at 15 years or the age for completing compulsory education, whichever is greater.
 - c. *Working Hours*: Suppliers must adhere to local laws regarding working hours, ensuring workweeks do not exceed the legal limit.
 - d. *Wages and Benefits*: Suppliers must compensate all workers with wages and benefits that meet applicable wage laws and follow collective agreements.
 - e. *Humane Treatment*: Suppliers must ensure a workplace free from harsh and inhumane treatment, explicitly prohibiting sexual harassment, coercion, corporal punishment, or other abuses that deny workers respect and dignity.
 - f. *Non-Discrimination*: Suppliers must not discriminate against employees based on criteria such as race, colour, gender, language, religion, political opinion, origin, pregnancy, marital status, sexual orientation, and disability.
 - g. *Freedom of Association and Collective Bargaining*: Suppliers must respect workers' rights to freely associate, join labour unions, seek representation, and participate in workers' councils in adherence to local laws.
 - h. *Occupational Health and Safety*: Suppliers must prioritize occupational health and safety, by providing a safe and healthy work environment for employees, customers, and the community. Suppliers must endeavor to identify and mitigate hazards that could result in a workplace incident or injury.
2. Environmental Protection: The adoption of practices aimed at reducing pollution and that are eco-efficient and energy-efficient are encouraged. Compliance with environmental laws and regulations is also required.
 - a. *Permits and Compliance*: Suppliers must obtain and maintain all necessary environmental permits required for the conduct of their business activities and must comply with associated operational and reporting requirements.
 - b. *Resource Use and Pollution*: Suppliers are expected to work towards minimizing resource consumption and mitigating adverse environmental impacts arising from their business activities. Suppliers must make reasonable efforts to minimize or eliminate emissions, pollutant discharges, and waste generation while minimizing the consumption of natural resources.
 - c. *Hazardous Substances*: While minimizing their use, Suppliers must manage hazardous substances in compliance with local laws, ensuring their safe handling, movement, storage, use, recycling, or disposal.
 - d. *Air Pollutants, Energy Consumption and Greenhouse Gas Emissions*: Air emissions must be controlled and treated before discharge in adhering to local laws. Suppliers are also encouraged to implement measures for reducing energy consumption and Greenhouse Gas (GHG) emissions.
3. Business Integrity: Suppliers are strictly forbidden to engage in any form of corruption, extortion, or embezzlement, must comply with all relevant laws, and are encouraged to follow international standards for ethical practices.
 - a. *Improper Advantage*: Suppliers must not engage in conflicts of interest when dealing with Inland's employees, including the direct or indirect exchange of value aimed at obtaining or retaining business or gaining unfair advantage.

- b. *Intellectual Property*: Suppliers must ensure that the transfer of technology and knowledge is conducted in a manner that safeguards intellectual property rights and must manage confidential information and trade secrets in accordance with local laws and contractual requirements.
 - c. *Privacy & Information Security*: Suppliers must respect and protect the privacy of our customers and employees in accordance with applicable local and Canadian privacy laws. Suppliers must follow industry standard information security processes and promptly notify Inland of any actual or suspected privacy breaches or information security incidents.
4. **Supplier Diversity**: Suppliers are expected to actively promote, identify, and integrate diversity within their own supplier networks.
5. **Responsible Sourcing of Minerals**: Suppliers are encouraged to conduct thorough evaluations of the origin or source of their materials to ensure they are not derived from conflict zones or areas associated with human rights abuses.
6. **Community Engagement**: Suppliers are encouraged to actively participate in and invest in the communities where they operate, live, and serve.
7. **Work Performed on Behalf of Inland**: Suppliers working on behalf of Inland must conduct themselves with courtesy and integrity in all their interactions, adhere to applicable Environment, Health, and Safety standards, and comply with all relevant laws and regulations in the locations where their work is performed.
8. **Monitoring and Reporting Violations**: Inland maintains the right to evaluate and monitor Suppliers' adherence to this Code of Conduct. Suppliers are also asked to complete Inland's self-assessment Sustainability/ESG Survey. Inland urges anyone who has knowledge of a Supplier engaging in illegal, unethical, or otherwise improper conduct, or any activity that violates this Code, to report such behavior.