



COVANA

CODE OF CONDUCT

Guided by excellence



A TRADITION OF EXCELLENCE
SINCE 1969



A WORD FROM MANAGEMENT

Welcome to our Code of Conduct. This guide defines our expectations for all Canimex Group members and partners, emphasizing our commitment to integrity, excellence and social responsibility. It is an essential pillar of our sustainable development strategy.

We count on the unwavering trust of all our stakeholders, including our employees, clients and business partners, as well as the communities with which we interact. Founded in 1969, Canimex has always placed ethics and responsibility at the heart of its activities. Roger Dubois, Canimex President, has been deeply involved in the development of community support programs, promoting education, health, physical activity and the well-being of his employees and local populations.

Let's commit to this Code of Conduct together, not only as a set of rules, but as a testimony to our identity and aspirations as a forward-looking company dedicated to sustainable practices.

Canimex Group Management

TABLE OF CONTENTS

- ABOUT OUR CODE 1**
 - Objectives2
 - Application scope.....2

- IN OUR WORKPLACE..... 3**
 - Human rights..... 4
 - Severe or inhumane treatment 4
 - Forced labour.....5
 - Remuneration and working hours.....5
 - Health and safety in the workplace5
 - Diversity and inclusion..... 6

- IN OUR RELATIONSHIPS7**
 - Communications..... 8
 - Privacy and data security 8
 - Anti-corruption..... 9
 - Conflicts of interest..... 9

- IN OUR SOCIETY 10**
 - Laws and regulation11
 - Environment and sustainable development.....11
 - Children’s rights 12

- CONCLUSION13**
 - Commitment to continuous improvement.....14
 - Training and awareness.....14
 - Implementation of the code of conduct..... 15
 - Reporting process..... 15

ABOUT OUR CODE

- OBJECTIVES
- APPLICATION SCOPE



OBJECTIVES

Creating a set of guidelines

This Code of Conduct is the cornerstone of our commitment to integrity. It provides essential guidance to our staff, suppliers and business partners around the world, establishing clear expectations for conducting business.

Evolving with our industry

Our industry is evolving constantly, influenced by technological advances and global events. The regulatory framework is constantly changing and our clients' expectations are moving towards faster, more comprehensive and more accessible solutions.

In this changing context, we aspire to remain at the forefront of our sector. To achieve this, we strive to maintain high standards of integrity, responsibility and professional excellence. These values guide us as we adapt to new market realities and enable us to continue to provide our clients with quality service.

APPLICATION SCOPE

Writing one uniform code for our entire network

The Canimex Code of Conduct is the common ethical foundation for our entire global organization. It applies to all our collaborators, whether they are employees, managers, executives or consultants.

This global approach aims to promote the highest standards of integrity and ethical behaviour in all our activities. In this way, we seek to create an environment where ethics and responsibility guide every decision and action within the Canimex Group ecosystem.

Committing to excellence and ethics in all our operations

Canimex is committed to maintaining the highest quality and integrity standards in its supply chain. We ensure safe and dignified working conditions, while adopting environmentally friendly practices. Our approach, aligned with the standards of the International Labor Organization (ILO), complies with the laws and regulations in force, reflecting our social and environmental responsibilities.

IN OUR WORKPLACE

- HUMAN RIGHTS
- SEVERE OR INHUMANE TREATMENT
- FORCED LABOUR
- REMUNERATION AND WORKING HOURS
- HEALTH AND SAFETY IN THE WORKPLACE
- DIVERSITY AND INCLUSION

HUMAN RIGHTS

Respecting everyone's rights

Canimex is committed to respecting human rights by aligning its practices with the United Nations' Sustainable Development Goals (SDGs).

Our efforts contribute to several SDGs, including those related to poverty reduction, health, education, gender equality, decent work and justice.

By applying these principles in our operations and collaborating with our partners, we are working towards a sustainable and inclusive future, in line with the vision of the United Nations.

SEVERE OR INHUMANE TREATMENT

Promoting well-being in the workplace

Canimex is firmly committed to fostering workplaces free from harsh or inhumane treatment, and we expect our suppliers to uphold these same standards.

Our suppliers must ensure that no form of corporal punishment, mental coercion, physical intimidation or threats of this type are used in their facilities.

By prohibiting such practices, Canimex prioritizes the well-being and dignity of all individuals in its supply chain.

FORCED LABOUR

Ensuring voluntary work in the supply chain

Canimex prohibits forced and compulsory labour in all its facilities. All work must be voluntary and allow the possibility of leaving if conditions are not favourable. Suppliers must also comply with regulations on forced labour and conflict minerals, and provide appropriate certifications.

REMUNERATION AND WORKING HOURS

Complying with relevant compensation regulations

Canimex is committed to offering competitive and fair compensation, respecting regulations on wages and working hours. We value our employees' performance while ensuring their well-being.

HEALTH AND SAFETY IN THE WORKPLACE

Ensuring a healthy environment for workers

We are committed to providing a healthy and safe working environment by complying with legal requirements and making health and safety our priority. This commitment extends to our suppliers, who must comply with the regulations in force in their countries of operation.

DIVERSITY AND INCLUSION

Promoting inclusion and fair treatment for everyone

Canimex is firmly committed to promoting diversity and inclusion within its company and its supply chain.

We believe that a diversity of talents, perspectives and experiences is essential to our success.

Therefore, we expect our suppliers to respect the principles of diversity and inclusion by ensuring that all employees are treated fairly and with respect, without discrimination based on race, sex, ethnic origin, religion, sexual orientation, gender identity, disability or any other protected status.

ABOUT
OUR CODE

IN OUR
WORKPLACE

IN OUR
RELATIONSHIPS

IN OUR
SOCIETY

CONCLUSION

IN OUR RELATIONSHIPS

- COMMUNICATIONS
- PRIVACY AND DATA SECURITY
- ANTI-CORRUPTION
- CONFLICTS OF INTEREST

COMMUNICATIONS

Communicating with respect and transparency

At Canimex, we value respectful, honest and professional communications. Our goal is to create an open and constructive dialogue, with both our internal and external partners.

Regardless of the communication channel used, we pay particular attention to protecting the company's confidential information.

We strive to share accurate and relevant information, thus fostering an environment conducive to the exchange of ideas and collaboration. This approach allows us to cultivate lasting relationships based on trust and transparency.

PRIVACY AND DATA SECURITY

Protecting everyone's personal data

Privacy and data protection are priorities at Canimex. We protect our employees', clients' and partners' personal and sensitive information.

Policies are in place to strengthen our IT infrastructures against cyber attacks and data security risks through advanced security measures and regular training for staff.

ANTI-CORRUPTION

Being strict and responsible in the face of corruption

Our stance against corruption aligns with our ethical principles and values. We promote sound governance, based on transparency, accountability and integrity – the key principles of our sustainability program.

Canimex Group employees are not permitted to accept gifts, gratuities, favours or benefits from suppliers that could influence their professional decisions or that could be perceived as an attempt to corrupt or create a conflict of interest.

By integrating these principles into our operations and supplier relationships, we reinforce our commitment to prioritizing sustainable and responsible business practices.

ABOUT
OUR CODE

IN OUR
WORKPLACE

CONFLICTS OF INTEREST

Knowing how to act impartially

We act in the interests of Canimex. We use the company's resources exclusively for legitimate business purposes. Our decisions are made impartially and without the influence of personal interests. We avoid external activities that could compromise our responsibilities or the company's reputation.

IN OUR
RELATIONSHIPS

IN OUR
SOCIETY

CONCLUSION

IN OUR SOCIETY

- LAWS AND REGULATION
- ENVIRONMENT AND SUSTAINABLE DEVELOPMENT
- CHILDREN'S RIGHTS



LAWS AND REGULATION

Complying with the law to work better

We comply with all applicable laws and regulations, including those that cover labour, health, safety, environment, data protection and anti-corruption. Canimex Group suppliers must also comply with local laws.

Failure to comply with these principles may result in sanctions, including termination of the commercial contract.

ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Following environmental laws and regulations

We comply with environmental laws and regulations. Our commitment to sustainable development is demonstrated through efforts in economic progress, environmental management and social development.

We aim to continuously improve our products and practices by focusing on reducing emissions, managing waste, limiting hazardous substances and optimizing our water and energy consumption. This approach extends throughout our value chain.

By integrating these practices into all aspects of our operations, Canimex not only supports Canada's commitment to carbon neutrality, but also sets an industry standard for environmental responsibility and sustainable development.

CHILDREN'S RIGHTS

Protecting children's rights

Canimex's stance against child labour aligns with the legal obligations set forth in the Federal Act to Combat Forced Labour and Child Labour in Supply Chains (S-211), reinforcing our commitment to ethical labour practices.

In accordance with S-211 regulations, our suppliers are also required to refrain from using child labour and ensure strict compliance with applicable local child labour laws.

By upholding these standards, we prioritize the protection of children's rights and contribute to the promotion of fair and just labour practices within our supply chain.

ABOUT
OUR CODE

IN OUR
WORKPLACE

IN OUR
RELATIONSHIPS

IN OUR
SOCIETY

CONCLUSION

CONCLUSION

- COMMITMENT TO CONTINUOUS IMPROVEMENT
- TRAINING AND AWARENESS
- IMPLEMENTATION OF THE CODE OF CONDUCT
- REPORTING PROCESS

COMMITMENT TO CONTINUOUS IMPROVEMENT

Improving our practices continuously

We are committed to continually improving our business practices and ethical standards. This includes regularly assessing the effectiveness of our Code of Conduct and making necessary changes to address legal, regulatory and industry developments.

TRAINING AND AWARENESS

Promoting learning to facilitate application of the code

Canimex recognizes the importance of ongoing training and awareness building to ensure clear understanding and effective application of the Code of Conduct. This is why we offer regular training programs to our employees.

These programs aim to strengthen skills, promote best practices and ensure that all members of the Canimex Group understand their responsibilities under this Code of Conduct.

IMPLEMENTATION OF THE CODE OF CONDUCT

Obeying the rules of conduct at all times

Canimex expects all employees, contractors and suppliers to adhere to the principles set out in this Code of Conduct. We have implemented controls to deal with potential violations appropriately.

Anyone found to be in violation of this Code of Conduct may be subject to disciplinary action, including termination of employment or contract.

REPORTING PROCESS

Facilitating the reporting of a violation

Canimex is committed to providing a secure and confidential environment for reporting any suspected violation of this Code of Conduct without fear of reprisal. Investigations will be conducted in a fair and impartial manner.

Concerns or questions regarding potential violations may be submitted to our Human Resources Department management through various channels:

▶ **By sending a signed or anonymous letter to our head office:**

Canimex inc., 285 rue Saint-Georges,
Drummondville (Québec) J2C 4H3
CANADA

▶ **By sending an email to:**

RHRT@canimex.com

Our clients, the heart of our history.

Canimex Group in brief

50

Over 50 YEARS of partnership and innovation

6

The strength of one group with the expertise of 6 BUSINESS UNITS

800

Over 800 qualified and dedicated EMPLOYEES

100

A world leader with a presence in more than 100 COUNTRIES

1 800 000

Production and warehousing facilities in Drummondville totalling more than 1 800 000 SQUARE FEET

1969

A tradition on excellence SINCE 1969



COVANA