



**COVANA**

# CODE OF CONDUCT

for suppliers

A TRADITION OF EXCELLENCE  
SINCE 1969

## INTRODUCTION

This Supplier Code of Conduct (the “Code”) describes the expectations of Canimex Inc., its divisions and affiliated companies (collectively the “Canimex Group”) with respect to the suppliers with whom they have business relationships, as well as their subcontractors. Its content is inspired by the Canimex Group’s [General Code of Conduct](#) available on the company website.

## GENERAL REQUIREMENTS

The Canimex Group is committed to maintaining the highest standards of product quality and business integrity in all its supplier relationships. We ensure safe working conditions in our supply chain, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. This includes compliance with all applicable laws, rules and regulations in accordance with the standards of the [International Labour Organization \(ILO\)](#).

The Canimex Group expects all of its suppliers to adhere to the highest standards of ethical conduct and comply with applicable laws and regulations. This commitment to integrity and responsibility must extend to all aspects of their operations and interactions.

## WORKING CONDITIONS

### Child labour

Suppliers shall not employ children or support child labour. Compliance with local laws on child labour is mandatory.

### Forced labour

Suppliers shall not use forced or compulsory labour. All work shall be performed on a voluntary basis and workers shall have the right to leave their employment without restriction or penalty if working conditions are found to be unfavourable, dangerous or inconsistent with local labour laws.

### Wage and working hours

Suppliers shall strictly comply with all local wage and working-hour regulations in the countries where they operate. They shall provide fair compensation and respect the limits on working hours as prescribed by law.

## HEALTH AND SAFETY STANDARDS

### Safe working environment

Suppliers shall ensure a safe and healthy working environment, preventing accidents and health risks. Compliance with local health and safety laws is mandatory.

### Health and safety programs

Suppliers must have comprehensive safety programs in place, including emergency response plans and fire prevention measures.

### Health and safety training

Suppliers shall provide ongoing training on health and safety practices for all employees.

## **ETHICAL STANDARDS**

### **Anti-corruption**

Suppliers shall conduct their businesses with high integrity in compliance with anti-corruption laws. Practices such as bribery, fraud or extortion are strictly prohibited.

### **Gifts**

Canimex Group employees are not permitted to accept from suppliers gifts, gratuities, favours or advantages that may influence their business decisions or that could be perceived as an attempt at corruption or the creation of a conflict of interest.

### **Dignity and respect**

Suppliers shall prohibit and actively prevent any form of mistreatment or inhuman or degrading treatment of employees. They shall promote a culture of mutual respect, equality and caring in the workplace in accordance with local laws and international human rights standards.

## **GOVERNANCE STANDARDS**

### **Legal compliance**

Suppliers must comply with all applicable local laws, rules and regulations in force in the countries where they operate. This includes cooperating with Canimex Group to ensure that legal obligations are met.

### **Supply chain responsibility**

Suppliers are responsible for ensuring that their entire supply chain, including all subcontractors and business partners, adhere to the principles set out in this Code of Conduct. They must implement due diligence processes to assess, monitor and ensure their subcontractors' compliance

## **ENVIRONMENTAL STANDARDS**

### **Environmental management**

Suppliers must conduct their activities in a manner that minimizes environmental impact and complies with all applicable environmental laws and regulations in their countries of operation, as well as in any other countries where they operate.

### **Resource efficiency**

Efficient use of natural resources, energy and water is mandatory. Suppliers should aim to reduce waste and promote recycling.

### **Climate action**

Suppliers must actively seek to reduce greenhouse gas (GHG) emissions and support initiatives to combat climate change.

## COMPLIANCE AND REPORTING

### Monitoring compliance

Canimex Group reserves the right to audit and inspect supplier facilities to ensure compliance with this Code of Conduct.

### Non-compliance

Failure to comply with this Code of Conduct may result in termination of the business relationship.

### Reporting violations

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

▶ **By mailing 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 the following address:**

[RHRT@canimex.com](mailto:RHRT@canimex.com)

Please note that, in order to comply with legislative changes, this Code of Conduct for Suppliers is subject to change without notice by the Canimex Group.

**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



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