

SUPPLIER CODE OF CONDUCT

LPA Energy Group including each of its divisions, business units and subsidiaries, (collectively, “LPA”) is firmly committed to conducting business with the highest integrity and in compliance of the law.

As an industry leader and a responsible business, LPA seeks to use its position to promote our commitment to human rights, fair and safe labour practices, environmental protection and ethical business conduct.

As a supplier of products and/or services to LPA, your company (“Supplier”) is critical to LPA’s success. This Code of Conduct sets out general principles and requirements applicable to all LPA Suppliers.

Requirements for All Suppliers

Supplier must follow all applicable Laws in the countries in which it operates, and be committed to the value of, and respect for, all people.

Supplier must respect human rights in its operations and must comply with the standards set forth in the United Nations Universal Declaration of Human Rights.

The standards described in this Code apply to all workers, including, without limitation, temporary, migrant, student, contract, direct employees, and any other type of worker of Supplier.

1. **Child Labour**

Supplier must not engage in or condone the unlawful employment or exploitation of children in the workplace. Supplier must be committed to combating the exploitation of children, and therefore prohibit any use of child labour with any vendor, supplier or other third-party arrangements. Supplier must work to raise awareness internally of such exploitation and cooperate with law enforcement authorities to address any such instances of which Supplier becomes aware.

2. **Human Trafficking, Slavery and the Right to Voluntary Labour**

Supplier must respect the free choice of all persons and strictly prohibit forced or compulsory labour for any employees. Supplier must not do business with, tolerate, or associate with organizations or entities that condone or are engaged in the practice of coercing or imposing work with little or no freedom of choice. Supplier must comply with the UN Guiding Principles on Business and Human Rights and will work to raise awareness within its employees. It is Supplier’s responsibility to protect human rights. Supplier must cooperate with law enforcement to address such instances that come to the attention of Supplier.

3. **Freedom Against Prejudice and Discrimination**

LPA expects the highest standards of, and Supplier must proactively invest in, equality, diversity and inclusion. Supplier must ensure that its workplace is free of harassment and discrimination based on a person’s status such as race, colour, religion, national origin, gender, sexual orientation, gender identity, age, disability, veteran or military status or other characteristics protected by Law. Supplier must ensure that it has requisite policies and practices in place to promote such equality, diversity and inclusion, and foster a harassment and retaliation free environment

4. Working Hours and Wages

Supplier must comply with all Laws dealing with the wages it pays its employees and the hours they work. Supplier must be committed to being an ethical employer that strives to improve labour standards, respect its employees' contributions, and reward them fairly.

5. Freedom of Association

Supplier must respect the rights of employees and comply with all Laws concerning freedom of association and collective bargaining.

6. Health and Safety

Suppliers shall provide a safe and healthy work environment and fully comply with all applicable safety laws, regulations and industry standards. Suppliers shall regularly assess the workplace for hazards and implement appropriate programs and engineering controls to minimize the risks of work-related accidents. Suppliers will strive to continually improve the effectiveness of their health and safety programs and seek to implement best practices in their industries.

7. Environment

Suppliers shall meet or exceed all environmental laws and regulations and strive to meet or exceed the standards of international environmental treaties and best practices in their industries. Suppliers shall identify environmental risks and impacts, as well as opportunities for improving environmental performance.

Suppliers shall implement and regularly review controls to mitigate identified environmental risks and minimize environmental impacts, including resource use, discharges, emissions and waste disposal, and take a proactive approach to monitoring and collecting data on these topics. Supplier operations and sourcing practices should strive to place special emphasis on the mitigation of climate change and the preservation and rehabilitation of biodiversity and ecosystems.

Suppliers are expected to self-monitor in line with this Code of Conduct. Suppliers must also permit LPA or its agents to audit or inspect their facilities to verify compliance. During such visits, which may be scheduled or unscheduled, all workers must be free to communicate outside the presence of management and without the threat of reprisal.