



CODE OF CONDUCT

Nuimpact is committed to providing our customers with reliable products that are safe, that are manufactured in an ethical and socially responsible way, and that meet Federal and Provincial regulations. Applicable agencies with regulations could include Canada Border Services Agency (CBSA), Canada Health, Canadian Transportation Agency as well as Customs & Border Protection, Consumer Products Safety Commission, FDA, Environmental Protection Agency, etc. in the USA.

We require our factory partners to provide regular compliance and testing procedures showing compliance to applicable safety and regulatory standards and to adhere to social responsibility processes. Our commitment to conduct starts from the conception of the product to inspection, testing and shipping of the finished goods to verify that compliance is maintained throughout the entire process. Nuimpact's Senior Management Team periodically visits our partnering suppliers to ensure they meet our requirements and specifications.

Nuimpact is committed to conduct business applying the following principles:

- Observance of the International Labor Organization conventions regarding the protection of workers and the ban on forced labor and child labor.
- Comply with all applicable laws, regulations and guidelines relating to, among other things, anti-corruption, competition, intellectual property, labor and employment, safety, health, and the protection of the environment
- Refrain from engaging in any form of corrupt practice
- Require that suppliers provide products and services that are based on practices that ensure workers are treated with dignity, respect and equity in a healthy and safe work environment that provides decent conditions and is free of abuse
- Reject and refrain from any and all forms of: child labor; forced or compulsory labor; discrimination in employment for any reason such as: age (except as provided by law), ancestry, colour, race, citizenship, civil, marital or family status, ethnic or national origin, place of origin, gender identity, gender expression, language, disability or handicap, political convictions, record of offences (in

employment only), religious belief or creed, sex (including pregnancy and breastfeeding), sexual orientation, social condition or any other legally prohibited grounds for discrimination in the hiring process and every aspect of work life

- Reject and refrain from any and all forms of harassment; harsh or inhumane treatment including but not limited to sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse of workers, or the threat of any such treatment, is strictly prohibited
- Recognize freedom of association and the right to collective bargaining, regardless of the jurisdiction in which they operate. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment
- Nuimpact seeks to purchase goods and services stemming from practices that are respectful of the environment and which aim to reduce the environmental footprint at every phase of their life cycle. We expect suppliers to give high priority to environmental issues and implement initiatives to foster sound environmental management through practices that prevent pollution and preserve resources.
- Nuimpact and its suppliers must provide their employees with a healthy, hygienic and safe work environment and must take all measures to prevent work-related injuries, illnesses and accidents. With regard to working hours, suppliers must comply with national laws or industry or international standards, whichever provides the best protection to ensure the health, safety and wellbeing of employees. Wages and benefits paid out to employees for a workweek must meet or exceed the minimum legal wage, industry standards or collective agreement if applicable, whichever is most beneficial to the employee.
- Celebrate diversity and support local communities

Nuimpact will review this Code of Conduct on a regular basis, at least annually, and will revise it when necessary to incorporate additional parameters.