



ThermoSafe™
BECAUSE EVERY DEGREE MATTERS

Supplier Code of Conduct

THERMOSAFE TECHNOLOGIES INC.

SEPTEMBER 2026

Purpose and Scope

ThermoSafe Technologies Inc. (“ThermoSafe”) is committed to conducting business ethically, responsibly, and in compliance with all applicable laws. This Supplier Code of Conduct (“Code”) establishes the minimum standards that all suppliers, contractors, consultants, agents, and other third parties (“Suppliers”) must meet when conducting business with or on behalf of ThermoSafe.

This Code applies to all Suppliers and their employees, subcontractors, agents, and upstream supply chains.

Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards, including but not limited to those concerning labor, employment, health and safety, environmental protection, trade compliance, and anti-corruption.

Business Integrity and Ethics

Suppliers must conduct business with the highest standards of integrity and ethics.

Prohibited conduct includes:

- Bribery, kickbacks, facilitation payments, or improper advantages of any kind
- Fraud, embezzlement, or falsification of records
- Conflicts of interest that could improperly influence business decisions

Suppliers must disclose any actual or potential conflicts of interest involving ThermoSafe employees or representatives.

Gifts, hospitality, or entertainment must be modest, infrequent, lawful, and aligned with customary business practices.

Human Rights and Labor Practices

Suppliers must respect internationally recognized human rights and comply with all applicable labor and employment laws.

Suppliers shall ensure:

- **No child labor:** No employment of individuals under the legal working age
- **No forced labor:** No forced, bonded, involuntary, or trafficked labor
- **Freedom of association:** Respect employees' rights to lawful association and collective bargaining
- **Fair wages and working hours:** Compensation and hours meet all legal requirements
- **Equal opportunity and non-discrimination:** A workplace free from harassment, discrimination, and retaliation

These standards must apply throughout the Supplier's operations and supply chain.

Health and Safety

Suppliers must provide a safe and healthy working environment and comply with all applicable occupational health and safety laws and regulations.

Suppliers are expected to:

- Identify, assess, and mitigate workplace risks
- Provide appropriate training and protective equipment
- Maintain emergency preparedness and incident reporting processes

Environmental Responsibility

Suppliers must operate in an environmentally responsible manner and in compliance with all applicable environmental laws and permits.

Suppliers are encouraged to:

- Minimize waste, emissions, and resource consumption
- Properly manage hazardous materials
- Support recycling, reuse, and sustainability initiatives where feasible

Quality and Business Continuity

Suppliers must:

- Deliver products and services that meet ThermoSafe's quality, safety, and specification requirements
- Maintain appropriate quality management systems
- Implement business continuity and risk-management plans to ensure reliable supply

Confidentiality and Data Protection

Suppliers must protect ThermoSafe's confidential information, intellectual property, and personal data.

Confidential information shall be:

- Used solely for authorized business purposes
- Protected against unauthorized access, disclosure, or misuse
- Safely returned or destroyed upon request or termination of the relationship

Reporting Concerns and Non-Retaliation

Suppliers must promptly report any known or suspected violations of this Code or applicable laws related to their work with ThermoSafe.

ThermoSafe prohibits retaliation against any individual who raises concerns in good faith.

Monitoring, Audits, and Corrective Actions

ThermoSafe reserves the right to:

- Request documentation demonstrating compliance
- Conduct audits or assessments, with reasonable notice
- Require corrective action plans for identified non-compliance

Failure to comply with this Code may result in corrective actions up to and including termination of the business relationship, consistent with contract terms.

Acknowledgment and Flow-Down

Suppliers are responsible for:

- Communicating this Code to their employees and relevant third parties
- Ensuring compliance throughout their supply chain
- Maintaining adequate records to demonstrate compliance

Reporting Violations

Any supplier who becomes aware of any existing or potential violation of this Policy is strongly encouraged to report the concern to the Procurement Manager.