

Supplier Code of Conduct

Statement

Killam is committed to maintaining responsible and ethical business conduct throughout our supply chain. To that end, Killam has developed this Supplier Code of Conduct to set forth the requirements that all suppliers, vendors, contractors, and subcontractors (collectively, “suppliers”) must meet to do business with Killam. This Code applies to any organization that supplies goods and/or services to Killam in any capacity. Killam maintains the right to monitor a supplier’s compliance with this Code on an ongoing basis. Any material non-compliance with this Code may result in Killam suspending or terminating its relationship with the supplier.

Supplier Expectations

Working with Killam, suppliers commit to:

Compliance with Laws and Human Rights

Comply with all relevant laws and regulations, including internationally recognized human rights and standards addressing forced labour and child labour.

Safe and Healthy Work Environments

Establish and maintain safe and healthy work environments, prioritizing employee health, safety, and well-being. Furthermore, suppliers are to provide their employees with necessary training for their services.

Integrity and Ethical Conduct

Conduct themselves with integrity, maintaining a zero-tolerance stance towards bribery and corruption.

Fair Business Dealings

Operate fairly and impartially, avoiding situations where their interests conflict or appear to conflict with Killam's interests.

Environmental Responsibility

Manage and reduce the environmental impact of their activities.

Contribution to Communities

Strive to contribute positively to local communities and implement procedures to mitigate any adverse impact on these communities.

Communication and Acknowledgement

This Code will be made accessible to all suppliers on our [website](#). Additionally, any new contractor wishing to do business with Killam must formally acknowledge they have read and understood this Code before commencing work with Killam. Any person who believes that a violation of this Code has occurred is asked to report the relevant information through Killam’s [Confidential Whistleblower Site](#).