



PIPE EQUIPMENT INC.

Supplier Code of Conduct

Purpose

Proline Pipe Equipment Inc is committed to conduct its business in a lawful and ethical manner. We will conduct procurement activities in a fair, ethical, and transparent manner.

Proline Pipe Equipment Inc. expects vendors and their sub-contractors to operate lawfully and conduct their activities in a socially and environmentally responsible manner by, at a minimum, meeting the expectations set forth in this **Supplier Code of Conduct**.

This code is a statement of expectations for Proline Pipe Equipment Inc., their vendors, and their sub-contractors. This code may be amended by Proline from time to time.

Application

The code applies to all vendors and their sub-contractors who respond to bid solicitations and/or provide goods and services to Proline Pipe Equipment Inc.

Vendors are expected to apply the principles and expectations set forth in this code to their main operations and to all sub-contractors in their supply chains. Proline expects vendors to share the expectations set forth in this code with their sub-contractors.

Ethics and Professionalism

Vendors must respond to Proline Pipe Equipment solicitations in an honest, fair, and comprehensive manner that accurately reflects their capacity to satisfy the requirements stipulated in the bid/offer/arrangement or contract documents. Vendors may submit bids/offers/arrangements and enter contracts only if they are able to fulfill all stipulated obligations. Furthermore, vendors and their sub-contractors have a duty of good faith and honest performance, before and during the procurement process.

Conflict of Interest

By submitting a bid/offer/arrangement, the vendor warrants that no real, apparent or perceived conflict of interest exists or is likely to arise in the performance of the contract. In the event the vendor, or their sub-contractors, become aware of any matter that causes or is likely to cause a conflict of interest, they must immediately disclose the matter to Proline.

Environmental Protection

Vendors and their sub-contractors are to be conscious and restrict their environmental impact. Key environmental considerations include, but not limited to, reduction of greenhouse gas emissions, improved energy efficiency, use of renewable resources, waste reduction, reduction of plastics and packaging, and reduction of hazardous waste.

Abuse and Harassment

Vendors and their sub-contractors will ensure that all their interactions with their workers uphold the principles of dignity and respect. Physical, sexual, verbal harassment and/or violence, bullying, teasing or other aggressive behaviour are strictly prohibited. Vendors and their sub-contractors are expected to foster and encourage a positive, harmonious, and professional work environment in their interactions with their workers.

Human Rights and Labour Standards

Proline Pipe Equipment Inc is committed to upholding and promoting international human and labour rights, including fundamental principles and rights at work covered by the International Labour Organization, and the United Nations Universal Declaration of Human Rights.

Proline Pipe Equipment Inc expects vendors to guarantee workers' labour and human rights in their main operations and their supply chains, including but not limited to:

a) Wages and Benefits

Vendors and their sub-contractors are expected to pay at least the legal minimum and overtime wages for hours worked. It is expected that wages be paid directly to the worker or to a worker-controlled account. Workers will not be charged any recruitment fees or related costs.

b) Regular Working Hours and Overtime Hours

If overtime is necessary, vendors and their sub-contractors are expected to inform workers of such employment precondition prior to the time of hire, in advance of the overtime shift, and they are expected to allow workers to refuse to work overtime without punishment, penalty or disciplinary action.

c) Discrimination

Vendors and their sub-contractors must not engage in discriminatory hiring and employment practices based on race, nationality or ethnicity, colour, religion, age, sex (including maternity, pregnancy and the possibility of pregnancy), sexual orientation, gender (including gender identity or expression), marital status, genetic characteristics, disability, language, or conviction of any offence for which a pardon has been granted or in respect of which a record of suspension has been ordered.

d) Grievance Mechanism

Vendors and their sub-contractors are expected to provide an anonymous and confidential method for all workers to raise concerns to senior management without fear of retaliation.

e) Indigenous Rights

Vendors and their sub-contractors will respect the rights and freedoms of Indigenous Peoples. If engaging in activities that may infringe upon Indigenous or treaty rights, vendors and their sub-contractors are expected to share this information with Proline.

Human Trafficking, Forced Labor, and Child Labour.

Proline expects its vendors and their sub-contractors to respect their workers' workplace rights and take steps to mitigate human trafficking risks and monitor compliance of labour and human rights in their supply chain.

Human trafficking All vendors' workers will work voluntarily and not be subjected to any form of exploitation, such as human trafficking for the purpose of forced labour or sexual exploitation. Vendors and their sub-contractors will not engage in any form of human trafficking activities.

Forced labour Vendors and their sub-contractors will comply with Canada's prohibition of forced labour and importation of goods produced, in whole or in part, by forced or compulsory labour. This includes forced or compulsory child labour and applies to all goods, regardless of their country of origin.

Child labour All workers must be of at least the legal minimum age based on the applicable laws and regulations. Workers under the age of 18 shall not perform hazardous work that may jeopardize their health or safety. Hazardous work includes, but is not limited to, work which exposes children to physical, psychological or sexual abuse; work underground, under water, at dangerous heights or in confined spaces; work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; work which may expose children to an unhealthy environment; work under difficult conditions, including long hours of work or work where the child is unreasonably confined to the premises of the employer.