



Supplier Code of Conduct



Supplier Code of Conduct

Introduction

Impact Solutions ('IS' or 'the Company') is dedicated to conducting business in accordance with the highest ethical standards. Our Supplier Code of Conduct reflects our dedication to operating responsibly by complying with all applicable laws and regulations with integrity, purpose, and good business ethics.

IS expects its suppliers to share this same commitment and, as a condition of doing business, requires its suppliers to follow expectations of conduct in the Code. Suppliers must take reasonable measures to ensure that any suppliers from which they source act in accordance with the Code.

Applicability

The Code applies to all our suppliers worldwide. IS requires its suppliers and their employees, contractors, subcontractors or anyone acting on behalf of these parties in providing goods or services to IS to comply with the Code. IS expects all its suppliers to have adequate policies and procedures as applicable, and to ensure that the Code as well as all applicable laws and regulations in the regions where they operate are adhered.

Compliance with laws and regulations

Suppliers must operate their businesses in compliance with, laws and regulations in the jurisdictions of the countries, provinces, states, regions and municipalities applicable to their businesses and operations, as well as in alignment with applicable principles set forth regarding human rights, slavery, and human trafficking.

Ethical Business Practices

Suppliers must abide by all applicable anti-corruption and anti-bribery laws and regulations.

The Company encourages its suppliers to maintain clear internal policies or guidance documents and appropriate procedures to support compliance with laws and regulations.

The Company does not tolerate unlawful discrimination and is committed to the elimination of any illegal labor practices in all areas of its business, including its suppliers.

Health and Safety: Our suppliers will have safety policies, use relevant safety systems, and continually seek out ways to improve processes to ensure good health and safety practices.

Safeguarding the Natural Environment: Our suppliers will commit to protecting the human and natural environment through the efficient use of resources. Our suppliers will focus on preventing pollution, will promote recycling and the sustainable use of natural resources, minimize waste and will respect Indigenous peoples and traditional livelihoods.

Privacy and Data Protection

Suppliers must comply with all applicable data protection and privacy laws and regulations concerning the collection, use, processing and protection of data including personal information. Suppliers must take appropriate steps to safeguard confidentiality and privacy of all data and personal information of individuals. Where applicable, suppliers are expected to implement a cyber security policy that protects from unauthorized access, alteration or destruction of data and systems related to Impact Solutions business operations.

Product Stewardship

Traceability: Impact Solutions values supply chain transparency. At our request and at no additional charge, suppliers will provide documentation and data necessary for IS to verify the composition of materials, ingredients, and products supplied to Impact Solutions, including where necessary as Continuing Product Guarantee. Suppliers are requested to provide such documentation and data that are required for due diligence of the raw materials in question.

Conflict Minerals/Restricted Substances: Suppliers shall implement such policies and procedures as may be required to ensure that any materials, ingredients or products provided to IS do not contain any restricted (limits established by product or material) and/or prohibited ingredients.

IS created this Code to clarify the principles and expectations for suppliers doing business with the Company. This Code, which covers areas such as environment, health and safety and human rights, is available on our website.

By doing business with Impact Solutions, the Supplier acknowledges and agrees to the principles laid out in the Code as set forth in it. IS procurement or operation teams may assess and/or audit suppliers periodically to monitor and supplier compliance with this Code, using a risk-based approach.

Impact Solutions will periodically review and update the Code as necessary.

Impact Solutions



Robert Rabideau

President

4/3/2026