

# Vendor Human Rights Code of Conduct

Revision	Effective Date
#003	12/22/2023
Issued To:	Canlin Resources Partnership's Vendors, Suppliers, Contractors, and Consultants.
Issued by:	Executive Vice President, Operations

## PURPOSE

Canlin Resources Partnership (“**Canlin**”) is committed to conducting business in a socially responsible and ethical manner. This includes operating in a way that respects fundamental human rights. Canlin requires that all vendors, suppliers, contractors, and consultants (collectively “**Vendors**”) who provide goods and/or services to Canlin, share our values and ethical business practices. Vendors are required to comply with all applicable legal and regulatory requirements as set out in this *Vendor Human Rights Code of Conduct* (“**Vendor Code**”) while conducting work for, or on behalf of, Canlin.

Vendors must ensure that they and their employees, representatives, suppliers, and subcontractors review and comply with the standards of conduct set forth in this Vendor Code.

Canlin requires Vendors to:

- Have read, acknowledge their understanding of, and comply with this Vendor Code;
- Co-operate with requests for inspections, audits, and investigations relating to the Vendor’s compliance, with this Vendor Code;
- Understand and respect recognized human rights as expressed in the UN Universal Declaration of Human Rights and the Canadian Charter of Rights and Freedoms;
- Act at all times with honesty and integrity; and,
- Perform all work in accordance with Canlin’s corporate “STEP” values which are as follows:

### **S**afety

- We protect our people, workplace, community and environment

### **T**eam Work

- We collaborate, communicate and respect one another

### **E**mpowerment

- We empower our people to lead, create and innovate

### **P**ositivity

- We take pride in being accountable, authentic and positive

## RESPONSIBILITIES OF CANLIN VENDORS

### A. HUMAN RIGHTS

Vendors shall conduct business in a manner consistent with international human rights conventions and the *UN Guiding Principles on Business and Human Rights*.

Vendors shall at all times avoid causing or contributing to adverse human rights impacts through their own activities as well as any of their direct and indirect supply chain related activities.

Vendors shall share this Vendor Code with all subcontractors, contractors, and third parties.

***The Vendor shall to the best of their ability ensure that the supply chains related to all of their products and/or services are in full compliance with the requirements of this Vendor Code and shall:***

(1) **Prohibit child labour, forced or compulsory labour and human trafficking**

**Vendors are prohibited from using all forms of child labour, forced or compulsory labour or from supplying to Canlin any products, materials or services which have been produced through the use of same.** This includes work or services that are not voluntarily performed, are coerced from a person under threat, force, penalty, or threatened abuse of law or legal process. This includes any kind of involuntary or compulsory indentured or exploited bonded labour (such as labour in exchange for resolution of a legal obligation), prison labour, slave labour, and any form of human trafficking. All work must be completed voluntarily meaning the employee is free to quit, strike, or otherwise cease work in a safe manner that is compliant with applicable law.

(2) **Prohibit inhumane treatment, abuse, or harassment**

All employees, contractors, subcontractors, and any other personnel providing services to the Vendor shall be treated with respect and dignity. Vendors must not engage in physical, mental, verbal, sexual, or any other abuse, inhumane or degrading treatment, punishment, or any form of harassment of its employees whether during hiring, employment or otherwise, in accordance with international covenants and local laws or regulations.

(3) **Provide a workplace free from discrimination**

In accordance with international covenants and applicable local laws, Vendors must not discriminate against employees based on their race, colour, gender, sexual orientation, religion, political opinion, nationality, social origin and status, indigenous status, disability, age, pregnancy, or any other status protected by applicable law.

(4) **Ensure Safe Working Conditions**

Vendors shall ensure that safe working conditions are in place for all employees and contractors in accordance with applicable laws and best industry practices.

## **REPORTING CONCERNS TO CANLIN**

Any actions or behaviours witnessed or enacted by the Vendor in contravention of this Vendor Code (subject to local laws) must be reported promptly to Canlin in writing.

Any reporting or questions or concerns related to this Vendor Code should be directed to the appropriate Canlin contact as follows:

1. The Vendor's primary Canlin contact; or
2. Canlin's Supply Chain Team Lead; or
3. The Canlin Ethics hotline:

**Salopek & Associates**  
**Confidential Employee Reporting for Canlin Energy Corporation**  
**Toll Free at 1.877.681.1232**

Vendors may report anonymously where local law permits. Keep in mind that the more information the Vendor provides, the easier it will be for Canlin to investigate appropriately and respond to the report.

Canlin takes violations of this Vendor Code seriously and any events of non-compliance may at Canlin's sole discretion result in the termination of any contract between the Vendor and Canlin.

By signing this Vendor Code, you acknowledge that you have read the attached document and agree to comply with, and cause your employees, agents, and subcontractors to comply with, all requirements in such documents. You are warranting the Vendor Code encompasses a commitment to upholding the specified principles and standards in all business interactions, operations, and affiliation with Canlin Resources Partnership.

Company: \_\_\_\_\_

By: \_\_\_\_\_

Print: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_