

1. Purpose

This Supplier Code of Conduct outlines the standards and expectations that OPHARDT Hygiene has for its suppliers, subcontractors, and third-party partners. Suppliers are expected to adhere to the outlined principles in all operations and interactions. Compliance with this Code is not merely a one-time obligation; it is an ongoing requirement throughout the business relationship, extending beyond the initial approval stage. For suppliers dealing in high-risk commodities, this compliance obligation encompasses not only their operations but also extends to tier 2 suppliers and beyond. Suppliers must ensure that their suppliers and subcontractors align with the principles set forth in this Code, thereby reinforcing protection throughout the value chain. Compliance with this Code represents a significant contribution to greater transparency within a sustainable and responsible value chain. Failure to comply may result in the revocation of “approved supplier” status and/or suspension of future orders.

2. General Principles

OPHARDT Hygiene is committed to conducting business sustainably, ethically, and in compliance with all legal requirements. OPHARDT Hygiene seeks cooperation and collaboration with its business partners to foster long-lasting relationships. Sustainable and responsible business conduct is foundational to mutual success for all parties involved.

OPHARDT Hygiene expects its suppliers to implement risk-based due diligence across their supply chains to identify and mitigate environmental and human risks associated with raw materials. Suppliers must therefore maintain transparent and traceable supply chains by providing timely, accurate information on sourcing, labour practices, environmental impacts, and subcontractors, and to apply risk-based due diligence, monitoring, and remediation.

3. Legal and Regulatory Compliance

Suppliers must comply with all applicable local, national, and international laws and regulations; this comprehensive obligation includes—but is not limited to—trade sanctions, export controls, and restricted-party screening requirements. They are also required to obtain and maintain all necessary licenses, permits, and approvals. Furthermore, suppliers should follow relevant industry standards and trade regulations to ensure their operations are in line with recognized guidelines. Considering recent, ongoing tariff events, transparency regarding the country of origin is crucial, as it impacts various aspects of manufacturing and compliance. This transparency not only facilitates adherence to legal obligations but also enhances supply chain integrity and responsiveness to regulatory changes.

4. Labour and Human Rights

Suppliers shall prohibit forced, bonded, or indentured labour, along with any form of modern slavery and human trafficking, in accordance with ILO Convention No. 29. They must ensure that no child labour is used, adhering to the stricter of local laws or ILO conventions (such as ILO Convention No. 138). Suppliers shall prohibit any form of physical punishment or abuse. Additionally, suppliers are required to treat all employees fairly, without discrimination or harassment, in line with the Universal Declaration of Human Rights (UDHR) and ILO Convention No. 111. Respect for personal dignity, privacy, and rights is essential, and suppliers must enable workers to freely associate and bargain collectively as per ILO Convention No. 87. Where applicable, suppliers must comply with modern slavery reporting requirements, including those found in Canada, the EU, and other jurisdictions with relevant regulations. To ensure compliance with these standards, suppliers must provide documentation upon request to demonstrate their adherence to these principles.

5. Fair Labour Conditions

Suppliers must ensure that all workers employed meet or exceed the minimum legal age requirements established by regional laws, explicitly prohibiting any form of child labour. Employees must receive fair compensation that aligns with regional standards, reflecting the value of their work. Additionally, suppliers must ensure that working hours, including any overtime, do not exceed the applicable legal limits to promote a healthy work-life balance and safeguard employee well-being.

6. Discrimination

Suppliers are required to implement and uphold policies that explicitly prohibit discrimination or harassment based on gender, ethnicity, race, marital or parental status, sexual orientation, religious belief, political affiliation, age, disability, or any other protected status. Suppliers should have a reporting mechanism in place for employees to report potential discrimination or harassment in a confidential manner. Such policies are vital for fostering a workplace culture that values diversity and inclusion, which in turn enhances creativity and overall performance.

7. Health and Safety

Suppliers are expected to provide a safe, clean, and healthy working environment. They must uphold safe and healthy working conditions, thereby complying with all applicable health and safety legislation, including the guidelines set forth in ILO Convention No. 155. In addition to meeting regulatory standards, suppliers should proactively identify and mitigate health and

safety risks through employee engagement, comprehensive risk assessments and hazard identification processes.

8. Quality and Product Safety

Suppliers must ensure all products and materials are safe, fit for purpose, and compliant with all applicable quality, safety, and regulatory requirements. They must maintain current specifications, labels, and safety data; and operate an effective, documented quality management system (e.g., ISO 9001 or equivalent) covering inspection, process control, final release, traceability, calibrated equipment, CAPA, and change control. Suppliers shall conduct risk-based assessments and required testing with retained records; provide evidence of conformity upon request; and immediately notify the customer of any regulatory changes or nonconformities. Suppliers must control nonconforming product, obtain approval for any deviations, and support recalls or investigations. Suppliers shall ensure competent personnel, maintain appropriate records (minimum five years unless otherwise specified), support audits, and implement timely corrective actions.

9. Environmental Responsibility

Suppliers must comply with all environmental laws and regulations, adhering to both local and international standards at minimum. Suppliers are required to responsibly manage waste, emissions, hazardous materials, and energy and water use by developing comprehensive environmental management systems, such as ISO 14001. Where applicable, suppliers must also ensure compliance with REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances) regulations. Commitment to continuous improvement is essential. Suppliers are encouraged to regularly assess their environmental impact, set measurable goals, and pursue innovative solutions to reduce their carbon footprint while enhancing sustainability and ecological stewardship.

10. Climate

Suppliers are encouraged to measure, disclose, and reduce greenhouse gas (GHG) emissions across Scopes 1 and 2, and where feasible, Scope 3. Suppliers are encouraged to set time-bound reduction targets aligned with internationally recognized climate frameworks, and report progress annually. Suppliers are encouraged to implement energy efficiency, low-carbon sourcing, process-emission controls, and prioritize renewable energy procurement; offsets should be a supplemental measure. Suppliers should integrate climate risk into business continuity and procurement decisions and assess their sub-suppliers for

climate performance. Suppliers should cooperate with customer reporting and verification requests, including providing data for third-party assurance or audits.

10. Business Integrity and Ethics

Suppliers must conduct business with the highest standards of integrity and ethics. Suppliers are required to strictly prohibit all forms of corruption, bribery, kickbacks, facilitation payments, fraud, embezzlement, or any other improper means of obtaining business. Suppliers must comply with all applicable anti-corruption, anti-money-laundering, and trade control laws and implement policies, training, and controls to prevent violations. Suppliers must avoid actual or perceived conflicts of interest and promptly disclose any direct or indirect personal, familial, or financial relationships with OPHARDT Hygiene employees or agents that could influence business decisions. Suppliers must maintain accurate, complete, and auditable books, records, and accounts that reflect transactions and expenditures; falsification or concealment of information is prohibited. Suppliers must take all necessary steps to safeguard confidential information, trade secrets, and protect intellectual property belonging to OPHARDT Hygiene, its customers and third parties.

11. Privacy and Data Protection

Suppliers must comply with all applicable legislation governing the protection of personal data and apply standards no less protective than those required by the General Data Protection Regulation (GDPR), as well as any local laws that impose stricter obligations. Personal information relating to employees, customers, and other business partners must be collected, stored, and shared only for legitimate business purposes and in accordance with applicable privacy requirements. Suppliers must implement appropriate technical and organizational safeguards, including secure storage and access controls, to protect personal data from unauthorized access, disclosure, alteration, or loss.

Suppliers must maintain responsible and transparent data handling practices, limit the collection and retention of personal data to what is necessary, and ensure personnel handling such data receive appropriate privacy training. Suppliers must promptly notify the Company of any actual or suspected data breach involving the Company's data and cooperate in investigating and mitigating the incident and must ensure that any subcontractors handling personal data on their behalf are subject to equivalent data protection obligations.

12. Conflict Minerals

Businesses associated with OPHARDT Hygiene are expected to ensure that all products supplied do not contain minerals from conflict regions, as defined by the OECD Due Diligence

Guidance for Responsible Supply Chains. This commitment is vital in preventing the financing of armed groups and contributes to ethical sourcing practices. Suppliers must implement due diligence processes to trace the origin of minerals and comply with international standards such as the Conflict Minerals Rule under the Dodd-Frank Act and the EU's Conflict Minerals Regulation. Suppliers are also required to engage in responsible sourcing of cobalt, lithium and mica, ensuring that these materials are obtained in a manner that respects human rights and promotes sustainability. Adherence to modern slavery reporting compliance is mandatory, demonstrating transparency and accountability in the supply chain.

13. Compliance and Monitoring

Suppliers must cooperate with any audits or information requests from OPHARDT Hygiene regarding compliance with the Code. Maintaining accurate documentation to support compliance and disclosing requested information timely is also a key expectation.

OPHARDT Hygiene reserves the right to audit or assess supplier operations with reasonable notice. We may request corrective actions for any non-compliance found during assessments. In cases of severe or repeated violations, OPHARDT Hygiene may terminate the supplier relationship.

14. Grievance Mechanism

Suppliers are required to establish and maintain a mechanism for workers to report grievances in a confidential and anonymous manner. It is vital that suppliers ensure no retaliation occurs against workers who raise concerns in good faith, as this promotes an open and honest workplace culture. **Suppliers must allow access to independent or external reporting channels where appropriate.**

15. Approval

This document is approved by the CEO of OPHARDT Hygiene, effective as of March 25, 2026.

A handwritten signature in black ink, appearing to read "K. Friesen", is written over a horizontal line.

Ken Friesen, CEO, OPHARDT Hygiene

Acknowledgment

Suppliers must confirm their understanding and agreement to comply with this Supplier Code of Conduct, acknowledging their responsibility to communicate these standards throughout their supply chains. A signed acknowledgment is required as a condition of doing business, thereby formalizing the commitment to uphold these principles.

Supplier Name: _____

Authorized Representative: _____

Title: _____

Signature: _____

Date: _____