

SUPERIOR PLUS CORP.
HUMAN RIGHTS POLICY

First Approved by Board: November 7, 2018	Policy Review Cycle: Annually
Current Version Approved by Board: August 13, 2024	Responsible Executive: Senior Vice President and Chief Legal Officer
Supersedes Version Approved: August 3, 2023	

Purpose

This Policy is intended to set out Superior Plus Corp.’s (“Superior”, “we” or “our”) commitment to respect and promote human rights in our business operations and our relationships with our customers, suppliers and workforce throughout the world.

Scope

This Policy applies to every Representative of Superior and our affiliated entities (collectively, the “Superior Group”). For purposes of this Policy, “Representative” means a director, officer, employee or independent contractor of the Superior Group and, for certainty, independent contractor includes an individual acting as a consultant or performing other services for the Superior Group who is not a director, officer or employee. This Policy is intended to supplement all applicable local laws, rules and other corporate policies of Superior.

Policy Statement and Commitment

Superior respects internationally recognized principles on human rights, as set out in the United Nations Universal Declaration of Human Rights and the International Labor Organization’s Declaration of Fundamental Principles and Rights at Work. In particular, our commitment includes the following:

1. We respect the rights, privacy and dignity of all people and comply with all associated legal requirements.
2. We value and strive to enhance the diversity and inclusion of our workforce. We are committed to equal opportunity and do not tolerate discrimination or harassment on the basis of race, sex, ethnicity, religion, age, disability, sexual orientation, gender identification, political opinion or any other status protected under applicable laws.
3. We respect freedom of association and our employees’ right to join, form or not to join a labour union without fear of reprisal or intimidation. Superior is committed to bargaining in good faith with any legally recognized unions that represent our employees.

4. We are committed to maintaining a workplace free from violence, intimidation, harassment or other unsafe conditions due to internal or external threats.
5. We prohibit the use, and are committed to the elimination of, all forms of forced labor, slavery and any form of human trafficking.
6. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required and otherwise comply with minimum age work requirements in the jurisdictions in which we operate.
7. We recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) within the context of existing Canadian and U.S. law and are committed to working collaboratively with Indigenous communities as set out in our *Indigenous Relations Policy*.

Supply Chains

Superior prioritizes a strong and diverse supplier network which supports our commitment to respect and promote human rights. We expect our suppliers to respect human rights and endeavour to use suppliers whose corporate values are consistent with our own.

In particular, we have implemented mechanisms and diligence processes to provide reasonable assurances that forced labour and child labour are not used in our supply chains and, to the extent practicable, have implemented measures to provide reasonable assurance that our suppliers adhere to these practices. We will assess the efficacy of our efforts in this regard annually and will ensure that appropriate reporting, monitoring, and organizational structures are in place in order to allow us to monitor the implementation of this commitment and report on its implementation annually.

Monitoring and Reporting

We are committed to complying with applicable human rights, privacy, employment and labour laws where we operate. We are also committed to monitoring and assessing risks to avoid actual human rights violations; training our personnel regarding our human rights commitments; and communicating with our customers, suppliers and personnel regarding our human rights commitments. Any personnel who have questions about this Policy or would like to confidentially report a potential violation of this Policy, should raise those questions or concerns with their direct HR supervisor, the Senior Vice President, and Chief Human Resources Officer of Superior or the Senior Vice President and Chief Legal Officer of Superior. Individuals can also report suspected violations through the Confidence Line in accordance with the terms of Superior's Whistleblower Policy. There shall be no retaliation against any individuals who in good faith raise questions, concerns or a complaint under this Policy. Non-compliance with this Policy may result in disciplinary action up to and including termination of employment for cause.

Review of the Policy

The Corporate Governance & Nominating Committee will review this Policy from time to time as necessary and make recommendations on amendments, including amendments in light of changes in legal or regulatory obligations or best practices, to the Board for consideration and approval.