

## **HUSKY INJECTION MOLDING SYSTEMS LTD. SUPPLIER CODE OF CONDUCT**

Husky Injection Molding Systems Ltd., and its affiliates (collectively, “Husky”), is committed to conducting business in an ethical, legal and socially responsible manner. The strength of Husky’s business and reputation is based not solely upon its conduct, but also on the behavior of those with whom Husky conducts its business. Husky’s supply chain is a critical part of the company and plays an important role in its ongoing success. For this reason, Husky aspires to work with suppliers who share its core beliefs and values and who demonstrate a commitment to protecting its confidential information and trade secrets.

This Supplier Code of Conduct (“Code”) reflects the core values, beliefs and business practices of Husky and has been prepared to convey to its suppliers, contractors, consultants, agents and other suppliers of goods and services (collectively, “Suppliers”) Husky’s expectations when conducting business with, for and on behalf of Husky.

This Code forms part of all agreements between Husky and its Suppliers. Suppliers are required to comply with this Code and to ensure that its employees and representatives understand and comply with this Code. Failure to adhere to this Code may be grounds for termination of the supplier relationship and any related agreements.

Husky’s Core Values and Business Practices:

### **Compliance with Laws**

Suppliers must operate their businesses in full compliance with all applicable laws, codes, rules and regulations of the countries, provinces, states, regions, municipalities and territories in which they operate.

### **Ethical Business Conduct**

Suppliers are expected to conduct all business transactions with integrity and fairness. Giving or receiving any kickbacks, bribes or other similar payments is prohibited.

### **Antitrust/Competition Law**

Suppliers must not engage in any collusive bidding, price fixing or other unfair trade practices and will comply with all applicable competition/antitrust laws and other laws intended to promote free and fair competition.

### **Labor Practices**

- Suppliers are prohibited from using any form of child labor whatsoever. Only workers over the age of 15 or over the legal minimum age, if higher, may be employed.
- Forced labor in any form is prohibited, including slave, prison, indentured or bonded labor.
- Wages and benefits shall meet, at a minimum, legal and industry standards.

- Working hours and compensation for overtime must be in accordance with appropriate legislation and collective agreements, if applicable.
- Suppliers must recognize and respect the right of workers to associate freely, conduct collective bargaining or organize as permitted by applicable laws and to raise employment issues.

### **Discrimination**

Suppliers must not discriminate on the basis of race, color, religion, nationality, gender, ethnicity, age, marital status, creed, sexual orientation, political beliefs, pregnancy, disability or other basis prohibited by law.

### **Harassment**

Suppliers must provide a work environment that is free from any form of harassment, including verbal, physical or sexual. Workers must be treated with respect and dignity.

### **Environment**

Suppliers will meet or exceed all environmental standards required by applicable laws, codes and regulations.

### **Health and Safety**

Suppliers will maintain and provide a safe and healthy work environment for all employees, keep the work environment free from recognized hazards and ensure compliance with all applicable laws regarding working conditions, health, safety and sanitation.

### **Confidentiality**

Product and business information, know-how, trade secrets, technology and other confidential and proprietary information (collectively, “Confidential Information”) are vital assets of Husky that must be protected by Suppliers. In addition to signing Husky’s standard non-disclosure agreement, Suppliers are required to maintain and comply with the following controls and procedures intended to protect Husky’s Confidential Information:

- Security
  - Suppliers must have a system to restrict access to its facilities to employees only and a formal site visitor process.
  - Suppliers must control the use of cameras and other electronic recording devices in production areas.
- Document Management
  - Intellectual Property sensitive Husky documents, including specifications, algorithms, drawings and blueprints (collectively, “Documents”), must be restricted to employees on a need to know basis.
  - All Husky identifying markers (i.e. Husky logo, part numbers, project numbers or names, or other specific identification etc.) in any Document must be only made visible or available to employees who have a need to know for the function of their job and otherwise such markers must be removed or covered.
  - Documents must be filed or stored in locked areas with restricted access.

- Documents must be shredded or otherwise destroyed after use.
- Documents may not be disposed of in garbage bins accessible by the public.
- Suppliers must control access to, copying (i.e. to memory sticks, external hard drives, etc.) and printing of electronic copies of Documents.
- Suppliers must control the emailing of Documents internally and externally.
- Suppliers must have a formal process for destroying electronic copies of Documents.

### **Conflict of Interest**

- Suppliers will not solicit for hire any Husky employees while in a business relationship with Husky and for a period of one year after the end of the business relationship.
- Suppliers will not solicit business from Husky's customers or engage in business with our competitors using Confidential Information gained during our business relationship.

### **Demonstration of Compliance**

The principles set forth above are part of all agreements between Husky and its Suppliers. Suppliers must be able to demonstrate compliance with this Code at the request and to the satisfaction of Husky. Husky routinely assesses Suppliers' compliance with the Code, including on-site visits, meetings and discussions with Supplier employees upon reasonable notice. Suppliers are required to provide reasonable cooperation to Husky during on-site visits. If a Supplier fails to comply with any aspect of this Code, the Supplier is expected to implement corrective actions. Husky reserves the right to terminate an agreement with any Supplier that cannot demonstrate compliance with this Code.