

Supplier Code of Conduct

A Message from Our President

At SciWise Solutions, our reputation is built on precision, integrity, and trust. As a distributor of radiation detection equipment, radiation shielding, and radioactive sources in Canada, we operate in a highly regulated environment. The stakes for safety, for public health, and for the environment are exceptionally high. The partners we choose are an extension of who we are and how we serve our customers.

This Supplier Code of Conduct sets out the standards we expect from every supplier and contractor who does business with and on behalf of SciWise Solutions. These are not simply compliance requirements; they reflect the values that guide our business. We ask you to embrace them in the same spirit.

- Husain Mehkri, President, SciWise Solutions

Note: This code is also available in French, and can be found on our website: <https://www.sciwise.ca/>

Introduction

SciWise Solutions ("SciWise" or the "Company") is committed to conducting business in an ethical, legal, and socially responsible manner. The Company recognizes the importance of accountability through personal and professional integrity, safety by working responsibly to ensure the well-being of all people connected to our business, as well as delivering results through our commitment to excellence.

This Supplier Code of Conduct (the "Code") establishes the minimum standards of conduct SciWise Solutions expects from all its suppliers. Compliance with this Code is a condition of doing business with SciWise Solutions. The Code outlines expectations with respect to environmental, social, governance, and regulatory standards and values.

Scope

This Code applies to all Suppliers doing business with or on behalf of SciWise Solutions, including those under active contract. By entering or continuing a business relationship with SciWise, Suppliers acknowledge their obligation to comply with this Code.

Suppliers are responsible for ensuring that their own subcontractors, agents, and downstream partners are aware of and comply with the requirements of this Code. Where local laws and regulations set a higher standard than this Code, Suppliers must comply with local law.

Standards

Suppliers are required, at a minimum, to comply with the following business ethics standards as a condition of doing business with SciWise Solutions.

1. Compliance with Laws and Industry Standards

Suppliers must comply with all applicable laws, regulations, codes, and governmental requirements in the jurisdictions in which they operate and conduct business with or for SciWise Solutions. Suppliers must also comply with the applicable industry and international standards relating to the sourcing of goods and the performance of services.

2. Human Rights and Labour

SciWise Solutions respects internationally recognized human rights principles, including the Universal Declaration of Human Rights and the International Labour Organization (ILO) core labour standards. We expect our Suppliers to uphold the same commitment.

Supplier Code of Conduct

Suppliers must treat all workers with dignity and respect and must, at a minimum:

- Prohibit all forms of forced, bonded, indentured, trafficked, and child labour in their operations and supply chains, in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act;
- Ensure fair compensation, including overtime pay where required by law; maintain reasonable working hours and safe working conditions;
- Prohibit all forms of workplace harassment, discrimination, and violence, consistent with the standards set out in the Canadian Workplace Harassment and Violence Prevention Regulations;
- Respect workers' rights to freedom of association and collective bargaining as permitted by applicable law;
- Ensure employees are free to raise concerns without fear of retaliation; and
- Promote diversity, equity, and inclusion within their workforce.

3. Health and Safety

The safety and well-being of all individuals - workers, customers, and the public - is a core value of SciWise Solutions. Suppliers must maintain rigorous health and safety practices and procedures designed to prevent workplace injuries, illness, and fatalities.

At a minimum, Suppliers must:

- Comply with all applicable occupational health and safety laws and regulations in the jurisdictions in which they operate;
- Maintain a safe and healthy working environment and provide appropriate personal protective equipment (PPE) to all workers at no cost.

4. Anti-Corruption and Anti-Bribery

SciWise Solutions is committed to doing business honestly and with the highest integrity, in compliance with all applicable anti-corruption and anti-bribery laws.

Thus, suppliers must comply with all applicable anti-corruption laws and must not, directly or indirectly, offer, promise, provide, request, or accept anything of value - including payments, gifts, entertainment, or favours - to or from any person for the purpose of improperly influencing a business decision or obtaining an improper advantage.

Suppliers shall maintain books and records that are full, fair, accurate, and transparent. Any suspected violation of anti-bribery or anti-corruption obligations must be reported to SciWise Solutions without delay.

5. Confidentiality

SciWise's records, reports, devices, processes, plans, maps, methods and apparatus and any other data which are not in the public domain are considered confidential. Suppliers are strictly prohibited from disclosing such confidential information to any third party without prior written authorization from SciWise Solutions.

The obligation to protect confidential information continues after the supplier relationship ends. All confidential materials must be returned or securely destroyed at the conclusion of the business relationship.

6. Sanctions and Trade Controls

Suppliers shall not be, and shall ensure that none of their directors, officers, employees, or agents are, subject to any economic or financial sanctions or trade embargoes administered or enforced by the United Nations Security Council, Canada, or any other applicable sanctions authority. Suppliers

Supplier Code of Conduct

shall not provide any goods or services to SciWise Solutions that originate from or pass through any sanctioned country or territory.

7. Conflicts of Interest

Suppliers must avoid any actual or perceived conflict of interest in their dealings with SciWise Solutions. Suppliers must immediately disclose any actual or potential conflict of interest to their SciWise Solutions contact.

8. Use of Subcontractors

Unless expressly agreed to otherwise in writing between Supplier and SciWise Solutions, Suppliers must not use subcontractors in the performance of work for SciWise Solutions without prior written consent from SciWise Solutions. Where subcontractors are approved, Suppliers must ensure that all approved subcontractors comply with this Code to the same extent as the Supplier.

9. Environmental Responsibility

SciWise Solutions recognizes its responsibility to the environment and expects its Suppliers to share this commitment. Suppliers must meet or exceed all applicable environmental laws and regulations in the jurisdictions in which they operate and have robust controls in place to ensure any potential environmental risks are responsibly managed. Suppliers are encouraged to reduce their greenhouse gas emissions, minimize waste, and manage hazardous materials responsibly.

Compliance with the Code

• Reporting Concerns

SciWise Solutions encourages all Suppliers or individuals to raise concerns about possible violations of this Code, applicable laws, or regulatory requirements without fear of retaliation. Any Supplier who believes a violation has occurred or is occurring may:

- Report directly to their SciWise Solutions contact; or
- Report directly to the President of SciWise Solutions at husain@sciwise.ca

All reports will be treated with confidentiality to the extent permitted by law and will be investigated in good faith. SciWise Solutions will not tolerate any form of retaliation against a Supplier or individual who reports a concern in good faith. Suppliers are required to cooperate fully in any investigation of an alleged violation of this Code.

• Audits and Monitoring

SciWise Solutions reserves the right to audit Suppliers, or to designate a third party to do so, to assess compliance with this Code. SciWise may also require Suppliers to certify periodically their understanding and compliance with this Code.

Suppliers must cooperate fully with any audit, including providing timely and accurate responses to information requests, access to relevant facilities and records, and producing required licences, permits, and certifications.

Failure to comply with this Code may result in suspension or termination of the supplier relationship.

• Amendment

SciWise Solutions may amend this Code at any time in its discretion. Suppliers will be notified of material amendments.

Questions

If you have any questions regarding this Code or require further information, please contact:

Husain Mehkri, President SciWise Solutions at husain@sciwise.ca
