



Supplier Code of Ethics

Stream-Flo Industries Ltd. and its subsidiaries, including, Master Flo Valve Inc. and Dycor Technologies Inc. (collectively, "The Stream-Flo Group of Companies"), is committed to conducting its business activities in an ethical, legal, safe, environmentally and socially responsible manner. The Stream-Flo Group of Companies requires its Suppliers to meet or exceed the minimum standards set out in this Supplier Code of Ethics ("Code of Ethics") relating to compliance with laws, ethical business practices, treatment of workers, and health and safety practices. Suppliers are responsible for ensuring compliance with this Code of Ethics throughout their operations and supply chain, including by their suppliers, vendors, subcontractors and agents.

1. Compliance with Laws, Codes and Regulations

Suppliers must comply with all applicable laws, rules, codes, directives, orders, and regulations, including, without limitation, applicable anti-corruption, anti-bribery, human rights, labour rights and fair working conditions, forced and child labour laws, and all other laws and regulations relating to the standards set out in the Code of Ethics.

2. Ethical Business Practices

Suppliers must conduct their business in accordance with the highest ethical standards and comply with the following requirements:

- Promote integrity, honesty, and fairness in all business and commercial dealings.
- Avoid conflicts of interest or potential conflicts of interest in business dealings and ensure that business decisions are not made based on personal relationships, bias, or the potential for personal gain.
- Do not offer, pay, promise, or authorize a bribe or kickback to any person, directly or indirectly, including any government official, that is intended to influence, or may be construed as influencing, any act or decision to secure business or an improper advantage.
- Ensure that business records are accurate, legible, and transparent. Do not hide, fail to record, or make false entries or misrepresentations in business records and do not mislead or misrepresent business practices.

3. Treatment of Workers with Dignity and Respect

Suppliers must respect the human rights of its workers and must not engage in or support the abuse of human rights. Suppliers must treat workers with dignity and establish a safe and respectful workplace, ensuring that:

- All labour is voluntary and is not forced labour, child labour, trafficked labour, bonded labour, modern forms of slavery, indentured labour or prison labour.
- Workers are not subjected to any form of mental or physical coercion within the workplace or business operations.
- Workers are not under the minimum working age or local compulsory school age prescribed by applicable laws.
- Workers have a safe and healthy work environment, subject to a health and safety management system that aims to prevent work related hazards, accidents, injuries, and illness, and is compliant with applicable health and safety laws and regulations and is aligned with industry best practices.
- Workers are not subject to, or under the threat of, corporal punishment, or physical, verbal, sexual or psychological abuse or harassment.
- No person or group of people is subject to discrimination in hiring and employment practices.



- Workers are paid fair wages, including overtime pay, and benefits that meet or exceed the minimum wage and benefits established by applicable law. Other than legally mandated deductions, suppliers shall not make any deductions from workers' wages unless those deductions are legally allowed and made with express and voluntary written consent of the worker.
- Workers are not required or allowed to work more than the maximum legally permitted number of regularly paid hours per week.
- Workers are free to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.
- Workers are free to refuse their employment contract or terminate their employment, and employment contracts are respected and comply with applicable laws.

4. Reporting of Non-Compliance or Violation of Supplier Code of Ethics

- Suppliers are expected to conduct regular internal reviews and inspections to ensure their compliance with this Code of Ethics.
- If a Supplier identifies or suspects any non-compliance or violation of this Code of Ethics, the Supplier must report it directly to info@streamflo.com.
- Stream-Flo will not tolerate retaliation taken by supplier against any worker who has reported a non-compliance, violation or questionable behavior to the Stream-Flo Group of Companies, or who has sought advice or direction regarding this Code of Ethics.