



PREMIUM BRANDS HOLDINGS CORPORATION SUPPLIER CODE OF CONDUCT

Last updated: April 2023

Premium Brands Holdings Corporation (the "**Company**") is committed to conducting business in adherence with the highest standards of integrity, responsibility and ethical behavior and expects the same from all with whom the Company conducts business.

This Supplier Code of Conduct outlines our standards and expectations for all such third parties, including, but not limited to suppliers, manufacturers and vendors that provide goods and services to the Company (collectively, "Suppliers"), and the Company requires that all Suppliers provide this Code to their contractors, sub-contractors and agents that are involved with providing goods or services to the Company.

All Suppliers are responsible for complying with this Code and managing their supply chain in a manner consistent with and in compliance with the principles set out in this Code. The Company will review this Code on an annual basis and the Code may be updated and/or amended from time to time at the Company's discretion.

Suppliers are required to comply with this Code fully. The Company reserves the right to monitor and verify compliance. Suppliers are expected to maintain appropriate documentation and cooperate with information requests that validate their conformance with this Code. As may be required by the Company, and on terms acceptable to the applicable Supplier, a Supplier may be required to provide access to their facilities for site visits/inspections by the Company's representatives and/or its designated agents to confirm compliance with this Code.

SUPPLIER CODE OF CONDUCT PRINCIPLES:

By adopting this Code, the Company is committing to, and looking to conduct business with, Suppliers who are also committed to the following principles:

1. Laws and Regulations

Suppliers must conduct their business in compliance with all applicable laws and regulations, this Code and any other policies, guidelines and requirements of the Company, whether set out in contract or otherwise.

2. Ethical Behavior

Suppliers are required to conduct business in accordance with the highest standard of ethical business practices.

Suppliers must comply with all applicable anti-bribery, anti-money laundering and anti-corruption laws, and cannot engage in fraud or any fraudulent misrepresentation of facts.

As well, Suppliers must avoid any action that may involve a conflict of interest, perceived or actual, with the Company. Suppliers must disclose any potential or actual conflicts of interest arising from conducting business with the Company as soon as the Supplier becomes aware of such conflict.

3. Product Quality and Safety

A core part of our success is our commitment to our customers to provide high-quality, safe, delicious food products. To support our commitment, we expect Suppliers to uphold high standards regarding product quality and safety.

Suppliers are expected to comply with all applicable food safety and quality requirements, standards, laws and regulations. Protective measures should be taken to mitigate food safety risks and Suppliers should follow good production practices. Food safety processes and systems should be independently verified.

Suppliers will immediately report any product quality or safety issues and take appropriate measures to remove or recall the product.

4. Animal Welfare

The Company is committed to the humane treatment of animals and continuously improving animal welfare practices across our supply chain. We have zero-tolerance for animal abuse or cruelty and expect Suppliers to engage in sound animal husbandry practices and procedures.

5. Employment Standards and Human Rights

Suppliers must treat people with respect and dignity, including the Supplier's employees, and must also ensure that the employees of any contractors, sub-contractors or agents are also treated with such respect and dignity.

Suppliers must comply with all applicable labor and human rights laws and regulations, including but not limited to compensation, working hours, benefits, vacation/leave, discrimination, harassment, immigration/migrant workers and freedom of association.

Respectful workplace

Suppliers should ensure that workers are treated fairly without discrimination by reason of race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender identity and expression, marital status, physical handicap or any other applicable protected grounds. Discrimination, sexual harassment or any other forms of harassment of any kind should not be tolerated.

Child labor and young workers

The use of child labor by Suppliers is strictly prohibited. If employing young workers, Suppliers must ensure compliance with all applicable labor laws at all times.

Forced labor

All workers must work under voluntary conditions. Suppliers will not use any form of forced or involuntary labor, including prison labor, indentured labor, bonded labor, military labor, slave labor or any form of human trafficking.

Occupational health & safety

Suppliers are expected to provide workers with a safe and healthy environment that abides by all laws, regulations and standards. This includes but is not limited to providing personal protection equipment (when appropriate), access to clean and safe drinking water and sanitary facilities, preventative maintenance on machinery and equipment, and occupational health and safety training.

6. Environment

The Company is committed to being a responsible corporate citizen of all the communities in which it resides. We continuously assess and strive to mitigate the environmental impact of our business. We

expect our Suppliers to support this commitment and make progressive improvements to manage the environmental impact of their operations responsibly including greenhouse gas emissions, water stewardship, biodiversity and marine ecosystem preservation, waste management and landfill diversion.

Suppliers shall comply with all applicable laws and regulations that address the environment. Suppliers shall strive to minimize their impact on the environment and meet industry best practices in reducing, reusing, or recycling all resources and fostering sustainable practices.

7. Land and Resources

Suppliers shall respect the lands and resources of Indigenous peoples and local communities impacted by their operations. Accordingly, Suppliers will comply with all applicable laws and regulations relating to land and resource use, including applicable requirements to obtain permits (e.g., for farming, fishing, manufacturing, groundwater or any other industrial use).

8. Raw Material Sourcing

As the Company strives to improve transparency regarding its product sourcing and its communication relating to its responsible sourcing practices, Suppliers are required to provide, upon request, their raw material sourcing practices and relevant traceability information.

9. Private and Confidential Information

Suppliers must comply with all contractual confidentiality obligations and may not use the Company's personal or confidential information for the Supplier's own personal gain, use or benefit, or the personal gain, use or benefit of any contractor, sub-contractor or agent of the Supplier, or their respective employees, nor may any such persons disclose such information without the Company's consent.

Suppliers must safeguard all of the Company's personal and confidential information received from the Company and are expected to have robust cyber security procedures in place. Any breach in data security that involves personal or confidential information should be reported immediately to your Company representative or contact.

Violations

Suppliers must report any known or suspected breaches of this Code of Conduct. Such breaches may be reported to the Company or as set out below. Violations of this Code may require corrective action and, in the event of continued non-compliance, may result in the termination of the business relationship. Investigations will be conducted to determine the extent of the violation. The Company respects the confidentiality of all persons involved and any reports of violations may be made anonymously to concerns@premiumbrandsgroup.com, through the Company at (604) 656-3100 or to Suite 100, 10991 Shellbridge Way, Richmond, BC V6X 3C6.

If you have any questions or concerns regarding this Code, please reach out to your Company representative or contact.