

SUPPLIER CODE OF CONDUCT



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WP INNOVA STATEMENT

SUPPLIER CODE OF CONDUCT

1. Introduction

WP Innova is a leading Canadian manufacturer of off-the-shelf, specialty and custom film and foil packaging solutions for the Industrial and Food Service sectors. It is our responsibility to make decisions and conduct our business with integrity, accountability, and the highest ethical standards.

WP Innova works with suppliers, consultants, other third parties, and business partners that provide materials, goods, and/or services to WP Innova, including their respective employees and directors (collectively referred to as "Suppliers"). We expect our Suppliers to share our commitment to complying with applicable laws and regulations and to uphold high standards of human and labor rights, health and safety, environmental responsibility, quality, business ethics, and anti-corruption.

This Supplier Code of Conduct outlines WP Innova's requirements, principles, and standards that our Suppliers must adhere to when doing business with or on behalf of WP Innova.

2. Requirements

2.1 Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and industry standards of the jurisdictions in which they and WP Innova operate.

2.2 Labor and Human Rights

- **Child Labor:** Suppliers shall not engage in or support the use of child labor. The minimum working age must comply with local laws or core International Labour Organization (ILO) standards, whichever is higher.
- **Forced Labor:** WP Innova prohibits the use of any form of forced or compulsory labor, and Suppliers shall not engage in any form of modern slavery or human trafficking. All work must be voluntary, and workers must have the right to leave their employment and terminate their employment freely, subject to applicable legal notice requirements.
- **Diversity / Inclusion / Non-Discrimination:** Suppliers must promote and maintain a diverse and inclusive workplace that fosters respectful behaviour free from discrimination and harassment. Employment decisions must be based on merit and qualifications without regard to race, color, gender, religion, nationality, or other personal characteristics protected by law.
- **Fair Wages and Benefits:** We require our Suppliers to comply with all applicable wage laws, including minimum and/or fair wages, compensation for overtime and benefits mandated by law.

2.3 Health and Safety

- Suppliers must comply with all applicable health and safety laws, statutes, and regulations of the jurisdiction in which they and WP Innova operate.
- Suppliers are expected to provide a safe and healthy work environment for their employees, including proper training, protective equipment and safety measures to prevent workplace injuries or accidents.
- Emergency procedures, including fire drills and health protocols, should be established and communicated to all workers.

2.4 Environment

- WP Innova requires our Suppliers to comply with all applicable environmental laws, regulations and standards and strive to prevent or mitigate the environmental impact of their operations.
- Suppliers are encouraged to implement sustainable practices, including reducing waste and minimizing the use of hazardous substances.

2.5 Ethical Business Practices

- **Anti-Bribery and Anti-Corruption:** Suppliers must comply with all applicable laws and regulations on bribery, corruption, and unethical business practices. Suppliers must not offer or receive bribes, kickbacks, or any other forms of illegal payments to influence business decisions.
- **Anti-Trust and Fair Competition:** We require our Suppliers to compete fairly and in accordance with applicable anti-trust and competition laws.
- **Confidentiality:** Suppliers must protect the confidentiality of all proprietary or sensitive information shared by WP Innova and any other confidential information obtained during business relationships.
- **Product Quality:** Suppliers shall meet or exceed all contractually agreed quality requirements and maintain appropriate controls to ensure products consistently meet WP Innova's specifications and expectations. Suppliers shall maintain processes or procedures to detect non-conforming products and take all necessary actions to prevent their shipment to WP Innova.

2.6 Supply Chain Transparency

Suppliers are required to have appropriate controls in place in their own operations and across their supply chain and take necessary actions to ensure that no unethical or illegal practices occur at any level.

2.7 Continuous Improvement

- Suppliers are encouraged to continually improve their business practices and their adherence to the principles outlined in this Code. They must take corrective actions where non-compliance is identified and seek to improve operational efficiency and sustainability.
- Suppliers should engage in open communication with WP Innova about issues of concern and proactively collaborate with us to resolve any challenges.

2.8 Monitoring and Auditing

- WP Innova reserves the right to conduct audits or assessments of suppliers to ensure compliance with this Code of Conduct. This may include on-site visits and reviews of documentation and records.
- Suppliers must cooperate with these audits and provide necessary information when requested.

2.9 Reporting Violations

WP Innova encourages all Suppliers to report any issues, concerns, and suspected violations of this Code. To report suspected misconduct or violations of this Code, contact a WP Innova Demand Planning Manager or Quality Assurance Manager at **800.957.8886 or 905.568.9999**.

2.10 Non-Compliance

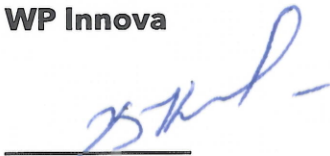
Failure to comply with this Supplier Code of Conduct or any requested corrective action plan may result in termination of the business relationship with WP Innova, after proper investigation and assessment of the situation.

This Supplier Code of Conduct establishes the standards and expectations for all Suppliers conducting business with WP Innova. Adherence to these principles supports ethical business practices, sustainability, social responsibility, and the development of strong, long-term business relationships.

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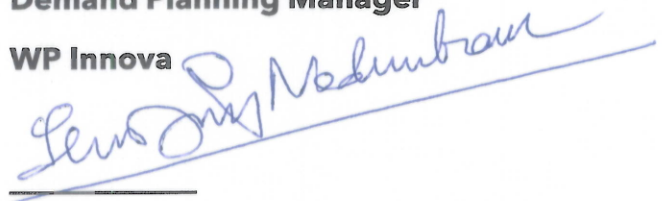
Quality Assurance Manager

WP Innova



Demand Planning Manager

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Inspired Packaging Solutions

September 2026

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