



Supplier Code of Conduct

Every company has an opportunity to create impact through its supply chain. That's why we partner with suppliers who share our commitment to delivering positive social and environmental impact.

Our Commitment

As a consulting company, our supply chain is limited, and we rarely need to purchase goods and services. To ensure we are active participants in a responsible supply chain, on the occasions when procurement is required, we expect vendors to have policies and practices which align with our values and commitment.

These must address the following:

- **Human Rights:** Ensure that human rights of workers from around the world are protected including harassment and discrimination including for reasons of a person's race, colour, sex, sexual orientation, gender identity, national origin, religion, veteran status, marital status of disability or any prohibited grounds in Canadian and international human rights legislation;
- **Legal and Regulatory Compliance:** Compliance with applicable laws and regulatory requirements applicable to the supplier and to the goods and services being provided including data and privacy laws;
- **Supplier Diversity:** Provide business opportunities to purpose-driven businesses or businesses with traditionally underrepresented or marginalized ownership;
- **Environmental Sustainability:** Proactive management to reduce human health impacts or environmental degradation of products and materials;
- **Code of Conduct and Ethics:** Guidelines for workplace performance that define organization expectations in respect of ethical, moral and legal behaviours;
- **Anti-bribery/Anti-corruption:** Prohibition of conduct that could violate anti-bribery and/or anti-corruption laws;
- **Accessibility:** Commitment to providing products and services that are designed to be accessible to persons with disabilities;
- Source products and services from companies that are owned by individuals who are Black, Indigenous, people of colour, women or from other underrepresented populations, or B-Certified and other forms of corporations which support environmental and social sustainability, where legally, financially and operationally possible.