

## Supplier Code of Conduct

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### **EPIQ Machinery's Commitment to Its Supply Chain**

EPIQ Machinery believes that ethics, a strong commitment to corporate social responsibility, and sustainable business practices are essential to meeting challenges and seizing opportunities in a rapidly changing global environment. EPIQ Machinery is committed to actively promoting fundamental principles relating to human rights, labor, the environment, and anti-corruption. This Supplier Code of Conduct incorporates these core principles.

In this spirit, EPIQ Machinery seeks to inform and raise awareness within its supply chain and to ensure compliance with this Supplier Code of Conduct by all of its suppliers.

This Supplier Code of Conduct applies to suppliers of products and services to EPIQ Machinery, as well as to consultants, agents, and representatives (individually, a "Supplier" and collectively, the "Suppliers").

### **Compliance with Laws**

All EPIQ Machinery suppliers must comply with the mandatory provisions of this Supplier Code of Conduct, as well as with all applicable laws and regulations in every country in which they operate. Suppliers must make every reasonable effort to comply with the other principles set out in this Supplier Code of Conduct when dealing with or acting on behalf of EPIQ Machinery. In addition, EPIQ Machinery requires its suppliers to apply the standards set out in this Supplier Code of Conduct throughout their own supply chains.

## **Established Rules**

Suppliers within EPIQ Machinery's supply chain must commit to complying with the rules set out below:

### **Health and Safety**

EPIQ Machinery expects the health and safety of its suppliers' employees to be a priority. It is the supplier's responsibility to ensure that its facilities operate safely and in compliance with all applicable health and safety laws, regulations, and standards. It is essential to EPIQ Machinery that its supply chain be committed to preventing work-related accidents and illnesses and to promoting employee well-being by ensuring safe and healthy working conditions.

### **Human Rights and Ethical Labor Practices**

Suppliers must respect internationally recognized human rights and conduct their operations in an ethical and responsible manner. Suppliers shall not use, support, or benefit from child labor; forced, bonded, indentured, involuntary, or prison labor; slavery or servitude; human trafficking; or any form of coercion, exploitation, abuse, harassment, or discrimination. Suppliers are also expected to require equivalent standards from their own subcontractors and suppliers.

### **Drugs and Alcohol**

Suppliers must ensure that all of their employees working on EPIQ Machinery assignments or at EPIQ Machinery facilities comply with all applicable local laws and regulations regarding the use of drugs and the consumption of alcohol.

### **Protection of Personal Information**

Suppliers must comply with all applicable data protection and privacy laws and regulations when handling personal information relating to EPIQ Machinery and its employees and customers.

Suppliers must immediately report any unauthorized access, use, disclosure, loss, or theft of EPIQ Machinery's personal data to the person in charge of the project or customer account.

### **Compliance Verification**

EPIQ Machinery reserves the right to verify that its Suppliers comply with this Supplier Code of Conduct. Such verification may take the form of a self-assessment by the Supplier or an audit conducted by EPIQ Machinery representatives, who may visit the Supplier's premises.

### **Corrective Measures**

Whenever a case of non-compliance is identified, EPIQ Machinery may work with its Suppliers to develop and implement a corrective action plan to improve and remedy the situation. EPIQ Machinery reserves the right to suspend or terminate a business relationship, cancel pending orders, or require immediate remediation where a Supplier engages in or is reasonably suspected of engaging in child labor, forced labor, slavery, human trafficking, or other serious unethical conduct.

## Reporting a Concern

For any questions or concerns, or if an ethics or compliance issue arises, Suppliers are responsible for contacting the Procurement Department:

### BY MAIL

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EPIQ Machinery  
Global Procurement Department  
1700, Marie Victorin Street  
St-Bruno-de-Montarville, Quebec J3V 6C1 CANADA

### BY EMAIL

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Global Director of Procurement  
Email : [conrad.labelle@epiqmachinery.com](mailto:conrad.labelle@epiqmachinery.com)

Signed on June 1<sup>st</sup>, 2026, in MONTREAL, QC.



Éloïse Harvey  
Chief Executive Officer  
EPIQ Machinery