

Corporate Governance

Code of Conduct

SMS Equipment Inc. is committed to being a corporate leader in ethical practices and will maintain high ethical standards in its activities and fairness and honesty in its business relationships.

Employees and representatives of the company must observe the highest standards of ethical conduct and are required to understand and follow the company's Code of Conduct.

The Code of Conduct guides us in everyday business activity to:

- avoid conflicts of interest
- report wrongdoings and violations of the Code of Conduct
- maintain health and safety standards so we can all enjoy a safe working and living environment
- promote a respectful workplace and prevent discrimination and harassment
- demonstrate personal and corporate integrity by not engaging in bribery, fraud or corruption, by complying with all laws, and by creating and maintaining proper business records
- carefully engage with social media when using it for business purposes
- engage in fair competition in business activities and relations with competitors
- engage in fair relations with customers and suppliers
- safeguard company assets
- protect confidential information, intellectual property and personal information
- follow ethical and legal business practices

Bribery, Fraud and Corruption

SMS Equipment does not tolerate, permit or knowingly engage in bribery, fraud, corruption or unethical practices of any kind. We have a specific Anti-Bribery, Fraud and Corruption Policy with more detail.

Child Labour and Forced Labour

SMS Equipment requires full compliance with all laws, and does not tolerate, permit, or knowingly engage in modern slavery, unfair or illegal labour practices, including child labour and forced labour. Our Report under Canada's new modern slavery legislation is available [here](#).