Supplier Environmental, Social and Governance Policy

1.0 Purpose

At SEA CAN SYTEMS INC. (SEA CAN), we are committed to building a safer and more secure world. In line with the UN Sustainable Development Goals, we expect our suppliers and subcontractors to share our commitment to sustainability, environmental protection, social responsibility, and ethical governance.

2.0 Scope

This policy outlines our expectations of all suppliers working with SEA CAN and will be used to inform sourcing and procurement decisions.

3.0 Environmental Stewardship

Suppliers must actively manage and reduce the environmental impact of their operations. We expect suppliers to:

- Implement Environmental Controls – Identify significant environmental risks and implement documented measures to prevent harm to land, air, water, and biodiversity.
- Reduce Carbon and Energy Use – Use energy-efficient products and services and collaborate with us to reduce the embodied carbon in key materials. Achieving net zero emissions is our shared long-term goal.
- Optimise Resource Use – Use materials efficiently, minimise waste, and prioritise recyclable, reusable, or renewable resources.
- Source Responsibly – Use safer materials where feasible and ensure ethical sourcing of critical materials, including rare earths and conflict minerals, in line with recognised standards.

4.0 Social responsibility

Suppliers play a key role in supporting our communities and fostering a fair and inclusive work environment. We expect suppliers to:

T: 514-505-1647 E: contact@canadasea.ca W: www.canadasea.ca

- Support Local Skills and Employment – Provide work opportunities for apprentices, graduates, veterans, and individuals returning to the workforce, with a preference for local recruitment.
- Promote Wellbeing – Prioritise the physical and mental health of your workforce.
- Engage Communities – Respect and positively contribute to the local communities where SEA CAN operates.
- Champion Inclusion – Promote diversity in your workforce and reduce barriers for underrepresented groups.

5.0 Strong Governance

- Suppliers must conduct business ethically and transparently. We expect suppliers to:
- Act Fairly – Operate with transparency and equity, pay your workers fairly, and meet all payment terms and employment obligations.
- Ensure Ethical Sourcing – Respect human rights, eliminate forced labour, and proactively address risks of exploitation in your supply chains, particularly in high-risk areas.
- Foster Innovation – Support new businesses and contribute to innovation and development that align with SEA CAN's sustainability goals.
- Encourage Supplier Diversity – Engage with small, diverse, and underrepresented businesses, including those in rural areas or owned by minority groups.
- Support SMEs and Rural Enterprises –Where possible, prioritise business with small or medium-sized enterprises and suppliers based in rural locations.

6.0 Commitment to Compliance

All suppliers and subcontractors working with SEA CAN are expected to comply with this policy and all applicable laws and regulations. Sustainability performance will be reviewed as part of our ongoing supplier evaluation and selection process.

7.0 Approvals

Prepared by

Carla Rino, Supply Chain Manager

Reviewed by

Brittany Pollock, Quality Assurance Manager

Authorised by

Keith Cunnane, General Manager

Date: 2026-04-22

8.0 Revision History Log

Rev	Description of change	Prepared by	Approved By	Date
00	Initial release	C. Rino	K. Cunnane	2026-04-22