



Supplier Code of Business Ethics and Conduct

Our Code of Business Conduct reflects our company values and our commitment to honesty and integrity in all we do. We adhere to the same lawful and principled standards that we expect our employees, subcontractors, suppliers and business partners to live up to.

To do business with Avicore Defense Inc., our suppliers are required to conform to all laws, rules and regulations mandated by the U.S. government and those mandated by any foreign government with which business is being conducted. The following standards are consistent with Avicore's values. The list is not all inclusive, and our suppliers are encouraged to use good judgement in all matters to avoid engaging in improprieties or illegal activities.

Anti-Corruption

Bribery and any other form of corruption is strictly prohibited. Do not offer, accept, solicit or encourage others to make a gift of services, payment, entertainment, gifts, kickbacks, or other considerations that might be construed as bribes in connection with a business transaction. Accepting gifts from a foreign entity must be reported to a compliance manager, or supervisor. Employees should notify their supervisor if unsure how to respond to a situation they believe may violate this code of conduct.

Money laundering activities are prohibited, as are anti-trust practices, unfair competition, and any other type of fraudulent or corrupt business practices.

Business Responsibilities

All lobbying and political activities must be handled in accord with federal laws, and full disclosure relating to these activities must be reported as required by law.

Intentional acts of deception or theft that are meant to gain an illegal or unfair advantage are prohibited.

ITAR and EAR Regulations must be adhered to if providing a defense article or service. All U.S. Export Control Laws and Regulations must be strictly followed with regard to ITAR 22 C.F.R. Parts 120-130 and Export Administration Regulations 15 C.F.R. Parts 730-774.

Suppliers, subcontractors, and business partners must ensure the safeguarding of all confidential business communications transmitted, stored, or received from Avicore Defense Inc. Such information is considered confidential and proprietary and is not to be shared with third parties without the written consent of Avicore Defense Inc.

Social Responsibilities

Employees, suppliers, subcontractors, and consultants must comply with all laws and regulations relating to Human Trafficking and Slavery including the prohibition of forced or compulsory labor and child labor.

In response to the Dodd-Frank Financial Reform and Consumer Protection Act Section 102 regarding Conflict Minerals, all suppliers who sell and/or manufacture components, parts or products containing Tantalum, Tin, Tungsten and/or gold must verify that these products originate from smelters validated as conflict-free. Suppliers are required to provide supporting data to Avicore upon request.

Environmental Protection and Hazardous Materials. Hazardous materials must be shipped, stored and disposed of in compliance with all applicable federal, state and local environmental laws and regulations.

All local and federal laws must be followed to maintain a safe working environment that promotes accident prevention and minimizes exposure to environmental health risks. Suppliers should follow best practices as well as federal, state and local environmental laws for protecting the environment and work toward the more sustainable use of natural resources.

Discrimination and harassment in the workplace is not to be allowed. Equal employment opportunities are to be provided to all qualified individuals without regard to race, color, age, sexual orientation, gender, gender identity, religion, national origin, pregnancy, genetic information, physical or mental disability, military or veteran status, citizenship and/or immigration status, and any other protected class, in accordance with applicable federal, state and local laws.

Employers must remain vigilant against all forms of discrimination and harassment in the workplace and employees should be deterred from participating in behaviors that could be construed as discriminatory or harassment. Employees must be provided with a safe, confidential avenue for reporting violations.

Our suppliers, subcontractors and business partners are expected to follow this Code of Conduct.

Suppliers have an obligation to flow down these expectations through their own supply chains.