

SaskTel Supplier Code of Conduct

Introduction

SaskTel is committed to the highest possible standards of integrity and accountability in its supplier relationships and expects suppliers to align with our corporate values of honesty, integrity, and respect. SaskTel's *Supplier Code of Conduct* ("Code") outlines SaskTel's expectations regarding the sustainability and ethical business practices of its suppliers. In all activities, suppliers must conduct business in full compliance with applicable laws, rules, and regulations of the countries and jurisdictions in which they operate.

Applicability

The Code applies to SaskTel's suppliers and their subcontractors, including their subsidiary and controlled/affiliated entities (collectively "suppliers"). The expectations set forth in the Code do not replace requirements specified in contracts between suppliers and SaskTel. Suppliers are expected to make every effort to apply the Code in all aspects of their business and within their own respective supply chains. Compliance with the Code is a condition of conducting business with SaskTel.

Compliance Monitoring

Suppliers are expected to take reasonable steps to ensure that this Supplier Code of Conduct is communicated throughout their organizations and their own supply chains. Suppliers must monitor compliance with the Code and notify SaskTel if non-compliance is identified at any point. SaskTel also reserves the right to monitor compliance with the Code, and failure to adhere to this Code could result in termination of the business relationship between SaskTel and a supplier.

Reporting

If a supplier is aware of a breach of this Code (either real or potential) it can be reported using the supplier whistleblower procedures outlined on the Supplier Information page at www.sasktel.com.

Supplier Conduct Standards

Any supplier who responds to a SaskTel procurement event, enters into a contract with SaskTel, or provides goods or services to SaskTel will:

- (a) avoid unethical or compromising actions and behaviour or the appearance of unethical or compromising actions and behaviour;
- (b) avoid conflicts of interest or situations that may be perceived to be conflicts of interest;
- (c) not attempt to influence an employee of SaskTel or any public official to act in an improper manner or to improperly influence a procurement event;
- (d) not submit inaccurate or misleading information to SaskTel;
- (e) act in accordance with the law;
- (f) be respectful in its dealings with SaskTel and SaskTel customers; and
- (g) maintain the privacy and confidentiality of all information of SaskTel customers that Supplier may possess or have access to.

Illegal or Unethical Conduct

Suppliers are not to engage in any illegal business practices or unethical conduct. Suppliers shall comply with all Laws that apply including, without limitation, those relating to:

- (a) bribery, corruption and prohibited business practice;
- (b) fundamental labour rights; and
- (c) privacy.

“Laws” means all statutes, codes, ordinances, decrees, rules, regulations, municipal bylaws, orders, decisions, rulings or awards, policies, voluntary restraints, guidelines, or any provisions of the foregoing, including general principles of common law and equity, binding on or affecting the party referred to in the context of which such word is used.

Prohibited Conduct

SaskTel may disqualify a supplier, rescind an invitation to negotiate, terminate a contract subsequently entered into, or take such other action it may deem appropriate if SaskTel, in its sole and absolute discretion, determines that the supplier has engaged in any conduct prohibited by this Code.

SaskTel may prohibit a supplier from participating in current or future procurement processes based on past performance or based on inappropriate conduct in a prior procurement process, including but not limited to the following:

- (a) illegal or unethical conduct as described above;
- (b) the refusal of the supplier to honour its submitted pricing or other commitments; or
- (c) any conduct, situation or circumstance determined by SaskTel, in its sole and absolute discretion, to have constituted an undisclosed conflict of interest.

Business Conduct

Suppliers are expected to conduct their business in an ethical manner. This includes reporting incidents of actual or potential unethical conduct immediately, such as violations of the Code, conflicts of interest, violations of applicable laws, and violations of SaskTel policies or procedures.

Labour

Suppliers are expected to comply with and conduct themselves in accordance with all human rights and labour legislation including the Saskatchewan Human Rights Code (or local equivalent), the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and any other applicable occupational health and safety legislation. Suppliers must provide a workplace free of unlawful discrimination and harassment, avoid the use of forced or child labour, and demonstrate respect and professionalism in the workplace. By agreeing to this Supplier Code of Conduct, suppliers are certifying that they are aware of and conduct business in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Health & Safety

Suppliers are expected to comply with international, regional, and national health and safety standards applicable to their business activities. Employees have a right to be informed about workplace hazards and legislated worker rights. Suppliers are required to have a system to investigate, track, and manage any health or safety incidents.

Land Rights

Suppliers are expected to respect the land rights of individuals, Indigenous peoples, and local communities when completing work on behalf of SaskTel. Securing consent of Indigenous peoples is required when working on any First Nations title lands. SaskTel maintains procedures for obtaining the necessary permission to use, cross or place facilities on or adjacent to public or private rights-of-way, and suppliers must complete all required documentation and authorizations prior to beginning work.

Environment

Suppliers are expected to fully comply with all applicable statutes, regulations, guidelines, and codes of practices relating to the protection and conservation of the environment. Suppliers must work to minimize their environmental footprint by developing and implementing environmentally safe work practices and ensuring workers receive appropriate training. Hazardous substances must be used, handled, stored, transported, and disposed of in a safe manner and suppliers are encouraged to actively measure, manage, and disclose environmental impacts of their activities.

Ethics

Suppliers must maintain the highest standards of integrity in all interactions with SaskTel. This includes compliance with anti-corruption laws, avoiding improper advantages, and ensuring fair competition. Suppliers are expected to avoid conflicts of interest, and are encouraged to support and invest in the communities in which they operate.