

Global Human Rights Statement

S-P International supports and promotes Global Human Rights in our corporate decisions, our day to day operations and our relationships with both our suppliers and our customers. Canada is a signore of the UN Charter on Humna Rights, and as a Canadian company, we strive to adhare to all aspects of the charter.

Our approach to promoting and respecting human rights is guided by the UN Guiding Principles on Business and Human Rights, which states that businesses must “avoid infringing on the human rights of others and should address adverse human right impacts with which they are involved.” This is something that we keep in mind in all of our decision making, both domestically and internationally with our partners and within the company itself.

S-P International is committed to ethical conduct and to the laws and regulations of the areas in which we operate.

Human rights considerations are an important part of our due diligence when choosing and working with our partners. It is in the best interest of all to set high standards at all times and to align ourselves with agents, suppliers, business associates and representatives that have similar high standards of business conduct. We expect all of our partners to respect the dignity and human rights of all workers and to be committed to fair employment and labour practices.

S-P International’s aim, is to supply a diverse, equitable and inclusive workplace environment in which all employees are able to bring their authentic and whole selves while at work. Our workforce is as diverse as the customers we serve.

Our company policy and fair labour practices:

- We strictly prohibit all directors, officers, employees, contractors or subcontractors and their employees from engaging in human-trafficking related activities.
- We strictly adhere to Canadian Bill S-211 which prohibits forced or compulsory labour and also child labour in supply chains.
- We provide employees with a safe and healthy working environment that exceeds or meets all applicable standards for health and safety. We do not tolerate discrimination, violence or harassment of any type in the workplace.

All employees are encouraged to share any and all concerns with management at any time and to report any unethical, unprofessional, fraudulent or illegal behavior directly to management.



Arthur (A.J.) Baier
Director of Quality Control & Compliance

May 29, 2024

Date