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Title: Supplier Code of Conduct	Date of Issue: January 1, 2025
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Introduction

Delta Power Equipment Ltd. ("**Delta Power**") is committed to acting ethically and with integrity in our business and protecting the dignity and human rights of all people connected to our business. We seek to foster inclusive workplaces and sourcing products responsibly and strive to work closely with our vendors and suppliers to ensure these objectives are implemented and maintained in their workforce and their supply chains.

Delta Power Equipment expects the following high standards of business conduct from every supplier including their owners, employees, agents, partners and subcontractors who provide goods and/or services to Delta Power Equipment.

All Suppliers carrying on business with Delta Power are deemed to agree and accept the contents of this Code of Conduct and such agreement and acceptance is evidenced by the Supplier continuing to do business with Delta Power.

OBLIGATIONS OF SUPPLIERS

Legislation

Suppliers must comply with all applicable labour and employment laws, statutes and regulations of the jurisdictions in which they operate. This includes, but is not limited to, laws regarding labour, safety, environment, anti-corruption, and data protection.

Labour Relations

We expect our suppliers to respect and support the protection of human rights of their workers and others affected by their activities.

Forced labour: Suppliers must ensure that all work is voluntary. Suppliers must not use any form of forced, bonded, or trafficked labour.

Child labour: Suppliers must not employ people younger than the minimum age of employment required under the laws of the applicable jurisdiction and, in any case, children below 15 years of age.

Non-discrimination: Suppliers must promote an inclusive work environment, free of harassment and discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion or any other status protected under any applicable law.

Working conditions: Suppliers must provide a safe and healthy workplace, comply with all local wage and hours of work laws, and treat workers with respect and dignity. Supplier shall promote equal opportunities.

Environment

Suppliers must comply with all applicable laws and regulations in the jurisdiction in which they operate. They must strive to minimize the negative impacts of their operations on the environment, to reduce waste and to use resources in a sustainable way. All required environmental permits must also be obtained, maintained, and kept current.

Health & Safety

Suppliers must provide a safe and healthy workplace to prevent work-related accidents and injuries. Suppliers must comply with all health and safety laws and implement all necessary procedures to ensure the safety of employees. This includes:

- Identifying and controlling workplace hazards
- Providing appropriate safety training and personal protective equipment
- Maintaining procedures for managing injuries and emergencies

Ethics

Anti-corruption: Suppliers must uphold the highest integrity standards in all business dealings. They must prohibit all forms of corruption, bribery, extortion and embezzlement.

Conflicts of interest: Suppliers must avoid any conflict of interest that could compromise their professional objectivity or independence.

Intellectual property: Suppliers must respect the intellectual property rights of the Company and third parties.

Confidentiality: Suppliers undertake to protect sensitive and confidential information shared with them during the course of the business relationship with the Company. This includes, but is not limited to, information about employees, customers, suppliers and other stakeholders. Any use or disclosure of such information, which could compromise the integrity and security of the people protected by this clause, is strictly prohibited.

Personal data protection: Suppliers must comply with all applicable data protection laws and regulations in the jurisdictions in which they operate. They must implement appropriate measures to ensure that the confidentiality, integrity and safety of any personal information they have access to, whether it concerns employees, customers, partners or any other stakeholder, are protected.

On-Going Improvement

Monitoring & Compliance

Suppliers are required to take reasonable steps to ensure that this Supplier Code is made available to Supplier Representatives and throughout Supplier's supply chains; and to have in place the appropriate mechanisms to ensure compliance with this Code, including training employees, communicating expectations and implementing monitoring and evaluation procedures.

Delta Power Equipment may reasonably request information from Supplier regarding its compliance with this Supplier Code. This may include risk assessments, requests for information and documents as evidence of policies and practices, and supplier audits. The Supplier shall cooperate with any audits or investigations and shall maintain documentation to demonstrate compliance with the Supplier Code in accordance with

applicable law and the terms of any agreement(s) between Delta Power Equipment and the Supplier. In the case of any deficiencies identified with respect to compliance with this Code, Suppliers are expected to promptly take corrective action to address such identified deficiencies.

Where appropriate, Delta Power Equipment will seek to support the Supplier in taking corrective action to meet the expectations. Failure to comply with this Code may result in termination of a Supplier's relationship with Delta Power Equipment.

Reporting Violations

Suppliers must provide a mechanism by which employees can anonymously report any violation to this Code without fear of retaliation. All reports must be taken seriously and treated as confidential. Delta Power Equipment does not tolerate retaliation or reprisal, including threats for good faith reporting or participation in a complaint process. Retaliation or reprisal against any person for good faith reporting of breaches of the Code or Supplier Code is prohibited.

Any person with reason to believe that the obligations or principles of this Code are not being respected by a Supplier, or that one or more Supplier Representatives have engaged in illegal, unethical or otherwise improper conduct is asked to report in by emailing hr@deltapower.ca.

Modifications

The Company reserves the right to modify or update this Code at any time. Such modifications or updates will take effect upon communication to the Supplier by any appropriate means, including but not limited to email or publication on the Company's website.

By continuing to provide goods or services after being notified of such changes, the Supplier agrees to comply with the modified or updated version of the Code.

Acknowledgement

By conducting business with Delta Power Equipment, suppliers agree to comply with this Code and ensure it is communicated within their supply chain.