



<p>SUPERIOR PLUS CORP.</p> <p>CORPORATE SOCIAL RESPONSIBILITY POLICY</p>
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First Approved by Board: November 13, 2019	Policy Review Cycle: Annually
Current Version Approved by Board: August 12, 2020	Responsible Executive: Senior VP and Chief Legal Officer
Supersedes Version Approved: November 13, 2019	

Purpose:

Superior recognizes the value of acting as a socially responsible organization as it benefits other people, stakeholders, organizations and the world in which we operate and carry on our business. We intend to act in a socially responsible and sustainable manner and continually strive to improve our performance in this area because it is the right thing to do.

Scope:

This Policy applies to every director, officer and employee of Superior and our affiliated entities (collectively, the “Superior Group”). This Policy is intended to supplement all applicable local laws, rules and other corporate policies of Superior.

Definitions:

“Board” means the board of directors of Superior.

“GNC” means the Governance and Nominating Committee of the Board.

“Superior” means Superior Plus Corp.



Policy Statement and Commitment

This policy outlines our commitment as an organization, as reflected in the efforts of our employees, contractors and directors, to act responsibly. Specifically, we focus on:

- ❖ People
- ❖ Health, Safety and Environment
- ❖ Governance
- ❖ Community

People

We are committed to providing a respectful, inclusive and diverse workplace that is free from violence, intimidation, harassment or other unsafe conditions due to internal or external threats.

We are committed to equal opportunity and do not discriminate on the basis of race, sex, ethnicity, religion, age, disability, sexual orientation, gender identification, political opinion or any other status protected under applicable laws.

We respect the rights, privacy and dignity of all people and are committed to observing human rights as set out in our *Human Rights Policy*.

We are committed to investing in our employees by providing development opportunities and training to enhance individual's skills and experience, to address organizational requirements and to allow employees to reach their career goals.

Health, Safety and Environment

We are committed to providing work environments that protect the health and safety of our employees, our customers, our contractors and our communities as detailed in our *Health, Safety and Environment Policy*.

We are committed to fostering a culture across the organization which has safety as a core value and aligns with the belief that all incidents are preventable.

We are committed to conducting our business in compliance with all applicable federal, provincial and local health, safety and environmental requirements.

We are committed to minimizing the environmental impact of our operations. We recognize that pollution prevention and resource conservation are key to a sustainable environment, and we will integrate these concepts into our business decision-making.

We seek continuous improvement of our health, safety and environmental performance in all of our operations.



Governance

We will conduct business in an open, honest and ethical manner as detailed in our *Code of Business Conduct and Ethics*.

We are committed to maintaining a high standard of integrity in our activities and to demonstrating strong corporate governance practices in order to enhance stakeholder confidence in our decision making.

We will monitor leading corporate governance practices and assess the requirement for changes to our existing practices and policies.

Community

Superior emphasizes collaborative, transparent and consultative approaches in our community investment activities.

We are committed to engaging with the communities in which we work and will integrate community investment considerations into our decision-making and business practices to form mutually beneficial relationships with the communities where we operate.

We will strive to provide employment and economic opportunities in the communities where we work.

We target assisting non-profit, charitable and other organizations that support community initiatives and projects that fall within at least one of our four focus areas:

Community Development – investments, volunteering and contributions to broader social and economic development in a community

Inclusion and Diversity – support for organizations and activities working to enhance diversity or to improve conditions for groups that are underrepresented

Health and Wellness – projects that fund health research, health infrastructure or improve access to health services

Youth – projects that are targeted to enhance physical conditions, educational opportunities or the general health and well-being of children

Policy Revisions

The GNC will review and recommend to the Board revisions to this Policy from time to time. Any changes to this Policy must be approved by the Board.