

SUPERIOR PLUS CORP.

CORPORATE SOCIAL RESPONSIBILITY POLICY

First Approved by Board: November 13, 2019	Policy Review Cycle: Annually
Current Version Approved by Board: August 12, 2025	Responsible Executive: Senior Vice-President and Chief Legal Officer
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Purpose:

Superior recognizes the value of operating in a socially responsible, sustainable and ethical manner to benefit our people, our stakeholders, and the communities in which we carry on our business. We continually strive to improve our performance and our reputation in this area because it is the right thing to do.

Scope:

This Policy applies to every Representative 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.

“Representative” means a director, officer, employee or independent contractor of the Superior Group. For certainty, independent contractor includes an individual acting as a consultant or performing other services for the Superior Group who is not a director, officer, or employee.

“Superior” means Superior Plus Corp.

Policy Statement and Commitment

This policy outlines our commitment as an organization, as reflected in the efforts of our Representatives, to act responsibly in a safe, ethical, compliant and environmentally and socially responsible manner that protects and enhances our corporate reputation. Specifically, we focus on:

- ❖ People
- ❖ Health, Safety and Environment and Sustainability
- ❖ Governance and Business Ethics
- ❖ Stakeholder Relations and Community Investment

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 providing equal opportunity and will not tolerate discrimination 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 provide a forum for complaints regarding inappropriate conduct through our *Whistleblower Policy*.

We are committed to respecting the rights, privacy and dignity of all people by observing human rights as set out in our *Human Rights Policy* and *Representative Privacy 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 & Environment and Sustainability

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 also strive to protect our people and communities in emergency situations and manage those risks through proper training, preparedness exercises, communications protocols and clear accountabilities as detailed in our *Crisis Preparedness and Communication Policy*.

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

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



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

Governance and Business Ethics

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, including through our Anti-Corruption Policy, Communication and Disclosure Policy, Insider Trading Policy, diversity and inclusion policies for our Board and our organization as a whole and other governance policies.

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

Stakeholder Relations and Community Investment

We will engage all stakeholders clearly, honestly, and respectfully.

We are committed to engaging and consulting with the communities in which we work and will integrate community investment into our decision-making and business practices to form mutually beneficial relationships with the communities where we operate. We are committed to working collaboratively with Indigenous communities in a spirit of relationship-building based on mutual respect and trust as set out in our *Indigenous Relations Policy*.

We will strive to provide employment, economic and capacity-building 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

Reporting

Any Representatives who have questions about this Policy or would like to report a potential violation of this Policy should raise those questions or concerns with their direct supervisor, their human resources



representative or the Senior Vice President and Chief Human Resources Officer. Individuals can also report suspected violations through the Confidence Line in accordance with the terms of Superior's *Whistleblower Policy*.

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.