



Eastlink Human Rights Statement

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Eastlink is committed to upholding human rights across all aspects of our operations, supply chain, business partnerships and stakeholder interactions. We share the values of, and commit to, respecting and protecting human rights as reflected in Canadian human rights laws and international proclamations on human rights, such as the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights.

Our values set the foundation of our commitment to ethical conduct. These values encompass honesty, integrity, non-discrimination, safety, and a zero-tolerance policy against all forms of harassment. These principles guide our actions, decisions, and relationships, fostering an ethical culture within our organization and throughout our value chain.

Eastlink employs a due diligence process that aims to identify potential high-risk areas within our supply chain. This assessment helps identify and address any aspects within the supply chain that might contribute to adverse environmental impacts, human rights violations, or ethical concerns, reinforcing our commitment to sustainability.

As expressed in our Supplier Code of Conduct, we expect our business partners and suppliers to adhere to the same standards we apply to our business activities. These standards encompass non-discrimination, equality, eradicating child/forced labor, and ensuring health and safety.

Non-Discrimination. Eastlink opposes all forms of discrimination based on race, gender, ethnicity, religion, sexual orientation, or any other identity marker. We aim to foster an inclusive environment that celebrates diversity.

Equality. Eastlink prioritizes equal opportunities and fair treatment for all individuals associated with our organization and supply chain, regardless of background or identity.

Child/Forced Labor. Eastlink strongly opposes child labor and forced labor.

Health and Safety. Eastlink employs a Safety First culture. We strictly adhere to all applicable occupational health and safety legislation and strive to exceed industry standards.

Eastlink is committed to continuous improvement and regularly reviews our statement to ensure its alignment with evolving best practices and standards.

Our executive team, supported by the Sustainability Manager, assumes collective responsibility for governing practices that respect human rights throughout our organization, with the Procurement, Supply Chain, and Legal departments playing integral roles in implementation.