

Statement of Commitment Memo (Fighting Against Forced Labour and Child Labour in Supply Chains Act)

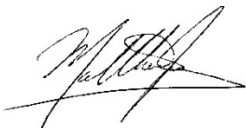
Purity Life Health Products LP is committed to fighting forced labour and child labour in our supply chains. To meet this commitment, the company continually monitors its structure, activities, and supply chains to assess and reduce risks associated with forced labour and child labour. When an activity is found to have the potential for such risks, measures are taken to remediate the problem and assist with the recovery of loss of income for individuals affected by the elimination of forced labour or child labour.

To further support this commitment, Purity Life Health Products LP has implemented a **Children in the Workplace Policy** to establish a framework for managing related processes. Employees who may be exposed to instances of forced labour or child labour in supply chains are informed about the harm forced labour and child labour can cause, as well as provide the information and guidance necessary to notice or determine whether forced labour or child labour is used at any point in a supply chain.

Purity Life Health Products LP also meets all legislative requirements related to reporting the parts of our supply chains that carry risks of forced labour and child labour being used, and the steps we have taken to prevent and reduce such risks.

Establishing supply chains free from forced labour and child labour is a shared effort, and we are committed to working with the necessary parties to make it a reality. For more detailed information on associated policies, plans, and training programs, please contact hrrsupport@puritylife.com.

If you have any questions, please do not hesitate to contact me.



Matthew James,
President and CEO

May 10th, 2024

Ethical Trading Policy (Bill S-211)

Intent

Purity Life Health Products LP recognizes the way in which it conducts business has the potential to affect those they do business with, as well as the community in which it operates. This policy has been adopted to outline the guidelines surrounding the Ethical Trading practices of Purity Life.

Guidelines

Ethical Trading Criteria: Where possible, Purity Life Health Products LP will make every effort to follow ethical trading criteria with respect to labour practices, such as:

1. All employment is freely chosen;
2. Working conditions are safe and hygienic;
3. Child labour is not used (under the age of 16);
4. Wages are fair and comparable to industry standard;
5. Deductions from wages for disciplinary reasons will not be permitted;
6. Working hours are not excessive;
7. Discrimination is not practiced;
8. Regular employment is provided;
9. No harsh or inhumane treatment / practices are allowed;
10. No bribery, corruption, blackmailing or bullying will be tolerated.

Commitments

Employees

Purity Life Health Products LP is committed to ensuring the protection of the rights of all those who work for us and will do so through ensuring sound and ethical employment and business practices.

Customers

Purity Life Health Products LP will demonstrate to customers its commitment to ethical and social responsibility to ensure that customers and clients are able to make informed purchasing decisions.

Supply Chain

Purity Life Health Products LP is committed to monitoring the social and ethical standards of our supply chain. We encourage our suppliers to operate by the same ethical standards in which we employ. Purity Life Health Products LP will not conduct business with companies who fail to implement sound and just labour practices.

Community

Purity Life Health Products LP strives to act as a partner in the community, and will work with the surrounding community in an open and collaborative fashion, providing the maximum benefit possible.

Environment and Health and Safety

- Purity Life Health Products LP is committed to the protection of the environment and will ensure that the activities of our organization are conducted in an environmentally friendly manner.
- Purity Life Health Products LP is vitally interested in the ongoing health and safety of our staff, clients, visitors and the public at large, and will work to ensure that our workplace meets or exceeds all applicable requirements under health and safety legislation.

Monitoring and Reporting Performance

- Purity Life Health Products LP will review and assess our performance in programs and activities, and address any issues as appropriate. We will ensure that the results of our reviews are communicated effectively.
- Purity Life Health Products LP encourages public feedback regarding our operations, products and services, and will work to act on the feedback as appropriate.

Illegal Labour Policy (Bill S-211)

Intent

This document was developed to address child labour, forced labour, human trafficking, and slavery.

Guidelines

Purity Life Health Products LP is firmly committed to protecting individuals from the exploitations of illegal labour practices, such as child labour, forced labour, slavery, and human trafficking; such practices are not tolerated by Purity Life Health Products LP and are strictly prohibited in all forms.

Purity Life Health Products LP holds itself accountable to the highest ethical standards and complies with and exceeds all relevant and applicable local and international laws pertaining to illegal labour practices. In doing so, Purity Life Health Products LP never knowingly contracts with or carries on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labour laws.

Compliance

Purity Life Health Products LP is continually enhancing our journey to compliance and monitors and audits its own employment practice to ensure compliance with ethical employment standards and protocols, *at least once a year*.

Where a supplier, vendor, or contractor is found to be in violation of this policy, Purity Life Health Products LP takes prompt remedial action in order to address the violation. Remedial measures may include termination of the business contract with the organization that committed the violation.

All real or suspected instances of noncompliance with this policy must be reported to hrsupport@puritylife.com immediately.