	Environmental Management System	Facility:	All Locations
	Ethical and Sustainable Sourcing Policy Statement	Issue date:	October 8, 2021
Revision Date:		November 2, 2022	
Issued by:		Director, Sustainability	
Approved by:		Vice President, Operations Services, Supply Chain & Sustainability; President & CEO	
Document:		EMS-004a (E)	
	Version:	2022-1	
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Lantic Inc., is committed to upholding human rights, not only with respect to its own employees but also for workers in its supply chain. Our Ethical and Sustainable Sourcing Policy encompasses comprehensive criteria on anti-corruption, labour rights, fair and safe working conditions, and environmental compliance.

We promote responsible management of our resources and the environment. In support of this commitment:

It is the responsibility of Senior MANAGEMENT to establish, document, implement, communicate, and maintain effective resource management in accordance with the principles of Ethical and Sustainable sourcing by ensuring compliance with Applicable Local Laws & Regulations as follows:

- Anti-bribery and Corruption
- Conflicts of Interest
- Gifts
- Confidentiality
- Human Rights as set forth in The United Nations Universal Declaration of Human Rights
- Health and Safety Regulations
- Freedom of Association
- Working Hours, Salaries and Wages
- Child Labour and Young Workers
- Non-discrimination, Abuse and Harassment
- No Forced, Bonded, Slave and Human Trafficking
- Environmental Sustainability
- Land Rights of Communities

In support of this commitment, Lantic expects its suppliers to provide products and services that are based on practices that ensure that their Team Members are treated with respect, dignity, and equity in a work environment that provides healthy, safe, and decent conditions and is free of abuse. Lantic requires all Suppliers to adhere to business ethics and comply, at a minimum, with all applicable labour, employment, health and safety, and environmental laws and regulations of the country where the merchandise is produced.


 Patrick Dionne, Vice President,
 Operations Services, Supply Chain &
 Sustainability


 Mike Walton, President & CEO

Revision Log		
Version	Date Changed	Reason for Change
2021-1	October 8, 2022	Document Creation
2022-1	November 2, 2022	Annual Review