

SAVARIA CORPORATION

Supplier Code of Conduct

GENERAL

Savaria Corporation ("Savaria") and its subsidiaries (collectively "Company") are committed to the highest standards of product quality and business integrity in its dealings with suppliers and that working conditions in its supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. These commitments include, but are not limited to, complying with all applicable laws, rules and regulations. It is in this spirit that the Company wishes to actively engage its supply chain by the adherence of all its suppliers to this Supplier Code of Conduct ("Code").

This Code not only applies to the supplier but also the supplier's employees, officers, directors, agents, consultants, subcontractors, and partners. The Company expects the supplier to apply the Code to its supply chains (see below for further comments in Subcontractors).

Failure to comply with any of the principles and requirements set forth herein will result in appropriate sanctions, up to potential termination of the business relationship with the Company.

The Company is vigilant about changes in legislation and evolving needs in the human rights landscape, and it encourages all Suppliers to regularly visit www.savaria.com to keep abreast of any changes to the Code.

ENVIRONMENT

Supplier and its affiliates/subcontractors (collectively, "Supplier") shall conduct its operations in a way that limits the impact on the environment and complies with all applicable environmental laws and regulations in the countries in which it operates.

The Company expects its Supplier to:

- Adopt an appropriate policy, standard, procedure or contingency measure as part of an environmental management system to ensure that their operations are managed in a sustainable way.
- Take necessary measures to prevent pollution, to conserve natural resources required for their operations, and to implement relevant emergency response plans and procedures.

NON-DISCRIMINATION IN EMPLOYMENT OPPORTUNITIES

The Company supports diversity and equality and expects the Supplier to do the same. Suppliers must offer equal employment opportunities and fair compensation (e.g., minimum wage, maximum hours of work, days of rest) without any discrimination.

Suppliers shall abide by applicable employment standards, labour, non-discrimination and human rights legislation. Where laws do not prohibit discrimination, or where they allow for differential treatment, Supplier shall commit to non-discrimination principles and not to operate in a way that unfairly differentiates between individuals.

FREEDOM OF ASSOCIATION

Supplier shall acknowledge and respect the principle of freedom of association and the right to collective bargaining of its employees.

RESPECT & DIGNITY

The supplier should treat all its employees (regardless of their employment status) fairly, ethically, respectfully and with dignity. Suppliers shall protect their employees from harassment, bullying and victimization in the workplace, including all forms of sexual, physical and psychological abuse. Suppliers must allow their employees to raise concerns about safety, the law or ethical issues without fear of retaliation. Supplier shall not use corporal punishment or other forms of mental or physical coercion or intimidation in any of its facilities, or the threat of any such treatment.

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HEALTH AND SAFETY

Suppliers shall do all that is reasonable and practicable to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Supplier shall comply with all applicable safety and health laws and regulations in the countries within which it operates. Here are key guidelines which the Company requires every supplier to respect:

- Protect the health and safety of employees and contract labour and minimize any adverse work conditions.
- Implement safe and healthful work practices to prevent injury, illness, and property damage.
- Minimize occupational exposures to potentially hazardous materials and unsafe work conditions by maintaining appropriate safety systems and effective controls.
- Implement an emergency response program that addresses the most likely anticipated emergencies.
- Reduce the risk of fire by implementing an adequate fire prevention program. Fire prevention equipment must be in place, accessible, and properly maintained. The supplier is responsible for conducting fire prevention and evacuation training.
- Train its employees at all levels to ensure their continued commitment to their own health and safety and that of their co-workers.

CHILD LABOUR

The Company will not engage in nor support the use of child labour. Suppliers shall not employ child labour in any of its facilities. Suppliers shall comply with applicable local child labour laws and employ only workers who meet the applicable minimum legal age requirement compliant to laws and regulations in the countries in which it operates. Suppliers shall not employ children under the age of fifteen (15) years old under any circumstance, even if the legal minimum age in the supplier's country of operations permits employment of children under the age of 15.

FORCED OR COMPULSORY LABOUR

Supplier shall not engage in any form of human trafficking and will not engage in nor support the use of forced or compulsory labour. Suppliers shall not use forced or compulsory labour in any of its facilities. All work must be voluntary, and workers must be free to leave work with reasonable notice, and the employees shall not be required to surrender any government issued identification, passports or work permits as a condition of employment.

SUBCONTRACTORS

Suppliers are not to subcontract services they perform for the Company or outsource activities that directly impact the delivery of goods and services to the Company, without the Company's prior written approval. In situations where approval is given, it is important for the Company to know the locations of where the work will be performed, the possibility of cross-border movement of any the Company, the Company client or the Company employee data, and the identity of parties involved in the provision of the services (see sections Privacy and Information Security and Cybersecurity for more detail).

In addition, where Suppliers are outsourcing certain activities in connection with the Company, Suppliers must monitor the outsourcing or subcontracting engagement to ensure compliance with the Suppliers' contractual obligations and with this Code and provide evidence of such monitoring to the Company upon request.

COMPENSATION AND WORKING HOURS

Suppliers shall comply with all applicable wage and hour regulations governing employee compensation and working hours. All overtime, as defined by local regulations or practice, will be strictly voluntary and shall be duly compensated.

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GIFTS

The Company and its employees are not permitted to accept gifts from current or potential suppliers. This includes gifts of nominal value. Although giving gifts is acceptable in some cultures, the Company requests that Supplier respect its policy of Company employees not accepting gifts.

ANTI-CORRUPTION

The Company conducts business with high integrity and in compliance with applicable laws. Suppliers should adhere to the highest standard of moral and ethical conduct, respect local applicable laws and not engage in any form of corrupt practices, including bribery, fraud or extortion. The Supplier acknowledges that bribes, kickbacks and similar payments to government officials and/or the Company employees or agents acting on the Company's behalf are strictly prohibited. This prohibition also applies in areas where such activity may not violate local law.

CONFLICTS OF INTEREST

In their relationship with the Company's employees, Supplier shall not try to gain improper advantage or preferential treatment for other relationships they may have with the Company (for example, as a client) or improperly impact a Company's employee's ability to make sound, impartial and objective decisions on behalf of the Company.

TRADE CONTROL (IMPORTS/EXPORTS/SANCTIONS)

Suppliers shall comply with all applicable laws, policies and regulations governing imports and exports, including sanctions and embargoes. Suppliers shall obtain all authorizations that are required for the importing and exporting of goods and services. These rules apply equally to the transmission of technical data and payments.

COUNTERFEIT PARTS

Suppliers should develop, implement, and maintain effective methods and processes appropriate to their products to minimize the risk of introducing counterfeit parts and materials into deliverable products to the Company.

PRIVACY AND INFORMATION SECURITY

Supplier shall comply with the Company's published privacy policy and all applicable privacy laws. The supplier shall use information, including any access granted to the Company's intellectual property, obtained through its relationship with the Company only in accordance with the Company's instructions and strictly for the purpose for which it was provided.

Suppliers shall process and store information as agreed with the Company and have appropriate privacy / data protection and information security policies and procedures in place to protect personal and confidential information. Supplier shall notify the Company immediately of any actual or suspected privacy breaches, security breaches, or losses of Company information. Further, Supplier shall assist the Company in managing any consequences arising from such events.

CYBERSECURITY

Suppliers should have cybersecurity programs in place to mitigate threats to their systems. Supplier shall immediately notify the Company of any actual or suspected cybersecurity incident involving the Company's data, systems or assets by contacting the cybersecurity team at italerts@savaria.com

Suppliers shall assist the Company in managing any consequences arising from such events.

If required by virtue of the nature of the work being performed for the Company, Supplier and its employees (including additional, temporary and/or on-contract personnel) shall complete the third-party security awareness training.

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COMPLIANCE WITH THIS CODE

The Company may verify Supplier's compliance with this Code. Such verification can be conducted by way of Supplier's self-evaluation or an audit by the Company (or an external resource designated by the Company) who may visit Supplier's facilities with appropriate prior notice (when practicable in the circumstances).

CONTACT INFORMATION AND NON-COMPLIANCE REPORTING

For questions or comments on this Code, please contact the Company's at the coordinates listed below.

To ask a question or report a situation (either by leaving your name or anonymously) that potentially violates the Code, you may contact an independent and confidential reporting system, available 24 hours/day, 7 days a week, anywhere in the world by sending an email to complaints@savaria.com. You may also send a letter, signed or unsigned, to the legal department of Savaria at 4350 Highway 13, Laval, Quebec, Canada, H7R 6E9 or email at legalregistration@savaria.com.

SUPPLIER ACKNOWLEDGEMENT

Supplier Name:

Supplier Signature:

Date:
