

Responsible Sourcing Policy

Having buildings work. It's why we're here.

Purpose

Olympic is committed to understanding and continuously improving our procurement practices to address the human rights and environmental conditions in our supply chain. Olympic evaluates suppliers based on their capacity to meet financial, technical, and quality standards, all while considering the implications of these decisions on human rights and the environment.

Scope

This includes product associated with Olympic International Sales, Parts and Service.

Standards

Olympic's Responsible Sourcing standards at minimum comply with worker rights standards of the International Labour Organization standards and with internationally accepted environmental standards. With an understanding to strive towards best practices wherever possible.

Goals

- **Technical:** Providing the world's best technical solutions to address our local market needs.
- **Quality:** Creating the required service expertise and capacity, including parts supply to ensure reliable and long-term building performance.
- **Social:** To enhance the wellbeing and inspire those that create Olympic product. To measurably increase the transparency of the industry and collaborate with suppliers on complex problems that drive towards solutions.
- **Environmental:**
 - Eliminating or minimizing the carbon footprint of all our buildings, new and existing.
 - Partnering with our local government supporting initiatives and technical solutions which further their Zero Carbon Energy commitments
 - Providing application and system design support for low carbon technology.

Directions

Our focus has been creating a baseline for our suppliers and to understand the current landscape in our industry. We place primary focus on our largest suppliers, as this is where we have the greatest degree of influence and responsibility.

As a condition to doing business with Olympic, we require suppliers to uphold our Supplier Code of Conduct, which sets out our minimum standards for workers' rights and livelihoods as well as environmental responsibility.

Olympic strives for transparency in our supply chain and advocates for disclosure from suppliers on their operations, inputs, and production materials. This allows us to better understand the conditions around and impacts associated with the products we sell.

Olympic shall not conduct business in countries under economic and trade enforcement measures ("sanctions") outlined by the UN Security Council and/or the Canadian Government because of their human rights records.

Risk Assessment

Olympic requires ongoing risk assessment of suppliers' operations and conducts annual evaluations related to human rights abuses, environmental impacts, and supply chain disruptions.

We believe in a partnership first approach that ensures supplier transparency, collaboration, and continuous improvement. This includes:

- **Disclosure:**
 - Tier 1 Manufacturing sites
 - Tier 2 Manufacturing sites
 - Country of Origin – Raw Materials
- **Risk Assessment:** Utilizing tools to assess both geographical risk and commodity risks within the supply chain.
- **Monitoring:** Ongoing on-site visits and assessments of manufacturing sites.

Reporting

Olympic is committed to transparently and reporting responsible sourcing performance to our stakeholders. Our reporting will, at the very least, include details about program policies such as the Supplier Code of Conduct and the geographical locations of suppliers' operations.

Transparency

Staff assesses the performance of Olympic's responsible sourcing program annually and reports to the Leadership Team on these cycles or as required.

At a minimum, reporting will disclose:

- The impact of our efforts;
- Status and location of Suppliers;
- Progress on material traceability;
- Program policies, including Supplier Code of Conduct, mechanics and progress;
- Advocacy initiatives and related financial support

Accountability & Oversight

The Leadership Team has oversight responsibility for this policy.