

October 1, 2020

Subject: Updated Loblaw Companies Limited Supplier Code of Conduct

To our supplier community,
We rely on our suppliers to help us achieve our purpose to help Canadians “Live Life Well”. Delivering on this purpose requires that we build trust by conducting our business ethically, honestly and with the utmost integrity. That is why “Sourcing with Integrity” is a key component of the way we do business. We count on our network of suppliers to commit to and uphold our high standards of integrity, values and operating principles.

Supplier Code of Conduct

We have updated our Supplier Code of Conduct (the “Supplier Code”) to align with the above. Our Supplier Code sets out minimum standards for responsible sourcing, including our commitments to human rights, the environment, health and safety, regulatory compliance, business ethics and the development of a diverse and sustainable supply chain. We expect our suppliers, agents, brokers and other third-parties to adhere to the Supplier Code and to communicate these expectations to their workers, contractors, sub-contractors, sub-agents and labour agencies (collectively “related parties”). Suppliers and their related parties should diligently comply with the Supplier Code or local law, whichever provides the greater level of protection for their workers and other impacted parties.

Receipt of this communication and your continued business with Loblaw constitutes your acknowledgement of the updated Supplier Code and your agreement to act in compliance with its terms.

What has changed in the updated Supplier Code?

1. Introduction of our purpose statement – to help Canadians *Live Life Well* and our commitment to protecting human rights.
2. Simplified content for ease of comprehension. Sections and base content generally remain the same as the current Supplier Code.
3. Introduction of our Integrity Action Line, which is a tool hosted by a third-party service provider for suppliers and their communities to report any unethical, non-compliant or suspicious conduct.

Integrity Action Line (new!)

As a part of our culture of integrity, it is important that non-compliant and unethical matters are reported. We encourage anyone that has knowledge of or suspects suspicious activity, unethical practices, non-compliance and suspected non-compliance with laws and regulations, contractual agreements, the Supplier Code or our corporate policies and procedures shared with suppliers to speak up by reporting any violations or potential violations through the following channels:

- Call the Integrity Action Line: 1-800-525-7868 (available in English, French, Mandarin, Cantonese, Punjabi, Spanish and Korean languages); or
- Use the following link: www.integrityactionline.com (available in English, French and Spanish languages).

Loblaw values suppliers, related parties and workers who speak up, as this fosters a culture of transparency and trust – and it’s the right thing to do. Reports may be made anonymously.

Note: Any day-to-day issues (ie. payment terms, fees, product particulars, etc.) that do not involve any of the above matters should be discussed with your contact person and should not be submitted through the Integrity Action Line.

Thank you for your continued support and commitment to the highest standards of integrity.

Canda Six Fortune Enterprise Co. Ltd.



Calvin Lau, President