Dorfin Inc. Vendor Code of Conduct May 2024

We at Dorfin Inc. are dedicated to ethical and socially responsible business practices across our supply chain.

As a major importer we are committed to conducting our business in an ethical and socially responsible manner and in compliance with applicable laws. Dorfin Inc. seeks to only engage in business relationships with vendors who uphold compatible business standards. Likewise, Dorfin Inc. requires its vendors to observe these same standards within their own supply chain structures, and vendors must ensure that their own commercial partners act at all times in compliance with applicable laws. For the purposes of this Code, “Vendor Commercial Partners” include vendor’s contractors, authorized subcontractors, service providers, and any other entity that directly or indirectly provides goods or services to a vendor that are used in the production of products sold to Dorfin Inc.

The Dorfin Inc. Vendor Code of Conduct applies to companies, foreign or domestic, that supply goods and/or services to Dorfin Inc, and is meant to ensure that Dorfin’s business partners have a clear understanding of our expectations concerning their business standards and practices. To reflect Dorfin Inc.’s treatment of certain standards set out in this Vendor Code of Conduct as compliance priorities, the Addendum sets out those elements of the Vendor Code of Conduct that are subject to a zero tolerance policy. It is the responsibility of vendors to ensure that their employees and Vendor Commercial Partners do not violate the standards of the Vendor Code of Conduct.

Dorfin Inc. will only work with vendors who comply with this Vendor Code of Conduct and who have signed a copy of this Vendor Code of Conduct.

Vendor product quality and safety standards

Dorfin Inc. expects its vendors to supply products and/or services that fully comply with Dorfin’s specifications as well as with all applicable legal requirements and that, when used as intended, are safe. Vendors are expected to notify Dorfin of any circumstances which could potentially affect the safety and/or quality of any given product or service, including in connection with vendors’ own supply chains, to cooperate fully with Dorfin and to take all necessary steps to address any health, safety or regulatory issues associated with products and/or services provided.

Vendor workplace standards

1. Safe and Healthy Environment

Vendors and Vendors’ Commercial Partners are required to provide their workers with a safe, sanitary and healthy work environment, and comply in all respects with applicable laws regarding occupational health and safety and workplace safety. Vendors and Vendors’ Commercial Partners

are required to take all reasonable steps to prevent workplace accidents, illnesses, and injuries, and must recognize workers' rights to remove themselves from imminent danger.

2. Fire Readiness

Vendor and Vendors' Commercial Partners' are required to take all steps necessary to ensure that their facilities are adequately equipped to respond to and contain workplace fires. Where housing facilities are provided by a vendor or Vendors' Commercial Partners to workers, these same standards and requirements apply.

3. Emergency Readiness

Vendors and Vendors' Commercial Partners are required to take all steps necessary to ensure their facilities are structurally sound and are adequately equipped to withstand and respond to emergencies, including public health emergencies, natural disasters, and other catastrophic events.

4. No Forced Labour

Employment must be voluntary and free from financial penalties or coercion. Workers have the right to engage in work willingly, without being required to surrender identification and without the payment of fees. Workers also have the right to terminate their employment without penalty. Dorfin condemns forced labour and will not knowingly work with vendors that engage in or support (either directly or indirectly) any form of servitude or forced labour in the manufacturing of products or the provision of services, whether prison (remunerated or not), indentured, bonded, trafficked, under government compulsion, as part of an assimilation program, or other. Furthermore, vendors are required to ensure that Vendors' Commercial Partners comply with this prohibition against the use of forced labor, as defined herein.

5. No Underage Labour

We do not tolerate the use of underage labour and will not knowingly work with vendors that employ (whether directly or indirectly) underage workers. Underage workers are defined as individuals younger than the local minimum working age or the age of 15, whichever is older. Vendors are further required to ensure Vendor Commercial Partners comply with this prohibition against the use of underage labor, as described herein. Both vendors and Vendors' Commercial Partners are required to maintain documentation of each worker's age, which shall be made available to Dorfin Inc., its agents or its third party representatives upon request.

6. Protection for Young Workers

In addition to the prohibition against underage labour, vendors are prohibited from exposing young workers (understood as individuals younger than the age of 18) to working conditions that have the potential to compromise their health, safety and moral integrity and/or their physical, mental, or social development. This applies for young workers, working both directly and

indirectly for the vendor or for Vendor Commercial Partners. Where such young workers are subject to compulsory education laws, they may work only outside of school hours.

7. Fair Disciplinary Practices

Workers must be treated with respect and dignity, and no worker may be subject to physical, verbal, sexual or psychological harassment or abuse. This standard applies to vendors' own workers, as well as the workers of Vendors' Commercial Partners.

8. No Discrimination

Cultural and individual differences must be respected and workers are expected to be employed based on merit, performance and ability, and not based on personal characteristics or beliefs. Vendors and Vendors' Commercial Partners are prohibited from engaging in, supporting or tolerating discrimination with respect to hiring, wages, benefits, advancement, discipline or termination on the basis of gender, race, color, religious or personal beliefs, place of origin, sexual orientation, gender identity, gender expression, marital or family status, physical or mental disability, political opinion, membership in any legal organization or other grounds of discrimination prohibited by law.

9. Reasonable Working Hours and Overtime

Vendors and Vendors' Commercial Partners must maintain reasonable and humane working hours. Vendors and Vendors' Commercial Partners shall not require workers to work more than the lesser of (a) 72 hours per week of combined regular and overtime hours, or (b) the maximum number of combined regular and overtime hours allowed per week by the law of the country in which the work is performed. Vendors and Vendors' Commercial Partners are required to provide workers with, on average, at least one day free from work in every 7-day period, and to notify workers at the time of hiring that overtime work may sometimes be necessary. In jurisdictions where vendors and Vendors' Commercial Partners are permitted by law to enter into agreements with workers to voluntarily accept hours of work in excess of those outlined herein, vendors and Vendors' Commercial Partners are required to maintain records of such voluntary agreements.

10. Wages and Benefits

Vendors must, at a minimum, provide wages and benefits that comply with the laws of the country in which they operate. Likewise, vendors are required to ensure that Vendors' Commercial Partners also provide wages and benefits in compliance with applicable laws. Wages must be provided directly to workers at or near the workplace, subject only to those deductions expressly permitted by law. Workers must be notified in advance of any deductions applied to workers' wages. In addition to compensation for regular hours of work, vendors and Vendors' Commercial Partners are required to compensate workers for overtime hours at such premium rate legally required in the country in which the work is performed. In the absence of

such laws, workers must be compensated for overtime work at a rate at least equal to their regular hourly compensation rate.

11. Labour Agency Relationships

Vendors who work with third-party labour agencies or who partner with agencies to procure workers or otherwise discharge their obligations pursuant to their agreements

with Dorfin Inc. (collectively, “Labour Agencies”) are required to take steps to ensure any such Labour Agencies operate in accordance with this Vendor Code. In particular, vendors have an obligation to ensure that Labour Agencies comply with this Vendor Code in the following respects:

- Payment of wages and benefits;
- Hours of work;
- Non-discriminatory working conditions;
- Safe working environment; and
- No forced, prison or underage labor, as defined herein.

Vendors are prohibited from partnering with Labour Agencies that charge fees of any type as a condition for securing employment, or who make deductions from workers’ wages other than those expressly permitted by law. Labour Agencies are required to confirm the terms and conditions associated with workers’ employment in writing, and to provide a copy of said terms and conditions to each worker. Copies of workers’ terms and conditions of employment must be made available to Dorfin Inc., its agents or its representatives upon request.

Vendor Environmental And Ethical Business Practices

Dorfin Inc. expects its vendors to use resources, material and energy efficiently and responsibly, to ensure that the goods they supply to Dorfin comply with the prohibition against importation of goods made in whole or in part from forced labor, and to respect our ethical principles in their interactions with Dorfin Inc. employees at all times.

ENVIRONMENTAL COMPLIANCE

Dorfin Inc. seeks to work with vendors who strive to use resources, material and energy as efficiently and responsibly as possible and who work to minimize the adverse impact of their activities on the environment. At a minimum, vendors are required to operate in compliance with all applicable environmental laws and regulations in place in the jurisdiction in which they are located. This includes emissions released into the atmosphere or water bodies, the disposal of solid waste and the handling and disposal of hazardous materials. Dorfin Inc. also requires vendors to ensure that Vendor Commercial Partners operate in compliance with applicable environmental laws in place in the jurisdiction in which they are located.Vendors must acquire and maintain all legally required environmental permits and business operating licenses

necessary for the production of their products and operation of their facilities. Practices that result in the illegal discharge of effluents, toxic substances, waste are strictly prohibited under the terms of this Vendor Code. In the event that hazardous or polluting materials are discharged improperly, appropriate authorities should be notified, and action should be taken to remediate the impact on the environment.

Import Compliance

Vendors are required to ensure that the goods they supply to Dorfin Inc. comply with the prohibition against importation of goods made in whole or in part from forced labor, in accordance with tariff item No. 9897.00.00 of Canada's Customs Tariff and the Canada Border Services Agency's Customs Notice 20-23.

Conflicts Of Interest

Vendors are reminded that Dorfin Inc. employees owe exclusive business loyalty to Dorfin Inc. and are bound by a Code of Conduct and Ethics which requires them to avoid placing themselves in a situation of conflict of interest, actual or apparent. Consequently, employees must not be put in a position where personal or financial incentives or interests may impair their judgment and ability to make sound and unbiased business decisions in the best interest of Dorfin Inc. We expect vendors who do business or seek to do business with Dorfin Inc. to respect these ethical principles and to not offer business courtesies (such as gifts and entertainment) that exceed nominal value.

Specifically, vendors are strictly prohibited from directly or indirectly promising, offering or giving anything of value to any Dorfin Inc. employee, agent, representative, ambassador, or to any third party or representative conducting any audits, inspections or verifications on Dorfin's behalf, in an attempt to influence audit results or any other business decision, or in an attempt to obtain or retain any business advantage ("Improper Incentives").

To this end, vendors and Vendors' Commercial Partners are required to maintain internal company controls that prohibit Improper Incentives, the use of facilitation payments, and the remuneration of agents and third parties for anything other than legitimate services.

Anti-Corruption / Anti-Bribery Laws Compliance

Vendors are required to comply with all applicable anti-corruption laws, including the Corruption of Foreign Public Officials Act (Canada). Dorfin Inc. has a zero tolerance policy for practices which are intended to reward or otherwise encourage non-compliance with such applicable laws and regulations.

Sanctions Compliance

To the extent applicable, vendors are at all times required to ensure their operations are carried out in compliance with Canadian and other international sanctions measures, including but not limited to the Special Economic Measures Canada Act, the United Nations Act, the Justice for Victims of Corrupt Foreign Officials Act (Sergei Magnitsky Law), and any regulations enacted pursuant to them.

Unauthorized Subcontracting

Vendors are prohibited from engaging in subcontractor, supplier, or other relationships with Vendor Commercial Partners who have not been provided with a copy of this Vendor Code or who have not confirmed compliance with this Vendor Code. Vendors must agree to disclose to Dorfin Inc, upon request, the name and address of every Vendor Commercial Partner used in the production of products sold to Dorfin Inc.

Confidentiality

Vendors must hold all confidential information regarding Dorfin Inc. which may be communicated to them or to which they may have access in strict confidence and are also expected to take reasonable means to protect such information. Confidential information includes all non-public information about Dorfin Inc, including without limitation business plans, forecasts, retail pricing arrangements and pricing strategies, personal information about Dorfin Inc. employees, trade secrets and intellectual property.

Vendors may not disclose, share or use this information other than for the benefit of Dorfin Inc. This includes a prohibition to display or allow any supplier/vendor or factory to display items packaged for Dorfin Inc. or on the packaging of which Dorfin Inc. name, trademark(s) or logo(s) appear in any trade fairs. Vendors are also prohibited from displaying or sharing any of Dorfin Inc's customer packaging, trademarks or logos. Vendors are also expected to respect the intellectual property and other legal rights of third parties.

Vendor Engagement

All vendors are required to carefully review the Vendor Code and agree to abide by its terms as a condition of doing business with Dorfin Inc, either by completing the attached Addendum or by signing a contract with Dorfin Inc. which incorporates the Vendor Code and Addendum. Vendors will be asked to certify compliance with the Vendor Code every twelve (12) months. Vendors acknowledge that Dorfin Inc. will from time to time be subject to new or amended legal requirements under Canadian law, and will revise this Vendor Code as necessary to reflect these requirements. Vendors will therefore be required, upon receiving reasonable notice from Dorfin Inc, to agree to abide by the terms of updated versions of the Vendor Code and Addendum.

Vendor Code Monitoring And Enforcement

Vendors are expected to ensure that the standards outlined in the Vendor Code are communicated,

understood and implemented at every level of their organization, to Vendors' Commercial Partners, and throughout their own supply chains. Dorfin Inc. reserves the right to assess and monitor vendor compliance with these standards. To this end, vendors are required to maintain complete and accurate records, to respond to inquiries and requests for information, to grant Dorfin Inc. or a designated agent of Dorfin Inc. with reasonable access to facilities, records and workers for inspection or audit purposes, and to work with Dorfin Inc. or its designated agent to resolve issues. Dorfin Inc. expects cooperation and transparency in the context of the monitoring process, whether conducted by Dorfin Inc. personnel or by a third-party auditor mandated by Dorfin Inc.

If Dorfin Inc. determines that a vendor has violated the Vendor Code, or works with a Vendor Commercial Partner that operates in violation of the Vendor Code, the vendor will be required to propose and implement a corrective action plan in order to bring its business up to Dorfin Inc's standards within a reasonable timeframe. Dorfin Inc. acknowledges that certain instances of non-compliance may take time to resolve.

Dorfin Inc. also reserves the right to cancel purchase orders, to terminate the relationship with a vendor who is unwilling or unable to comply with the Vendor Code or to remediate a situation of non-compliance within a reasonable timeframe, or to terminate the relationship immediately in case of serious violation or gross negligence, including violations of standards that are subject to a zero tolerance policy as per the terms and conditions of the Vendor Code and related Addendum.

Vendor Disclosure Obligations

Vendors are obligated to disclose to Dorfin Inc. without delay any sourcing practices, procurement or supply relationships, or other commercial arrangements that involve activity in regions identified by government or other authorities as the source of forced, underage or prison labour ("Target Regions"). To this end, vendors have an ongoing obligation to bring such activities to Dorfin Inc's attention, and provide sufficient detail to allow Dorfin Inc. to assess whether this Vendor Code has been violated. Vendors are further required to monitor Vendor Commercial Partners for such activities and are required to notify Dorfin Inc. without delay of any Vendor Commercial Partners' activities that occur in any Target Regions.

Vendors are obligated to disclose to Dorfin Inc. without delay any other practices, activities, or occurrences that constitute a violation of this Vendor Code.

Addendum – Vendor Engagement Form

I confirm that I have received a copy of the Dorfin Inc. Vendor Code of Conduct, that I have read and understood its contents and that my company agrees to abide by it.

I certify that my company is and will continue to operate in compliance with the Dorfin Inc. Vendor Code of Conduct.

I certify that my company act in compliance with applicable laws.

I acknowledge that Dorfin Inc. adopts a zero tolerance policy with respect to the following standards as set out in the Vendor Code of Conduct:

- Prohibition against forced labour;
- Prohibition against use of labour agencies charging recruitment fees or illegally deducting fees from employee wages;
- Import compliance;
- Anti-corruption / anti-bribery compliance; and
- Sanctions compliance.

I therefore understand that Dorfin Inc. reserves the right to terminate its relationship with my company in the event of my company's failure to comply with any of the above standards.

I confirm that this company has also obtained written certification from all its Vendor Commercial Partners with whom this company partners in the production of goods sold to Dorfin Inc. (as defined in the Vendor Code of Conduct) attesting to compliance with the foregoing commitments.

Name of supplier:

Address of supplier:

Signature: I have the authority to bind the company (in my capacity as owner, principal or authorized officer)

Name of signatory:

Title of signatory:

Date