

BUSINESS CONDUCT POLICY

Purpose

This Code of Conduct outlines the ethical, legal, and workplace standards expected of all employees, officers, contractors, and business partners of Stance Healthcare Inc. We are committed to conducting business in accordance with the laws of Ontario and Canada, and to upholding internationally recognized human rights standards.

Child Labour

The Company prohibits child labour. Employment practices comply with the Employment Standards Act, 2000 and applicable Canadian laws regarding minimum age and hazardous work restrictions.

Forced Labour

We prohibit all forms of forced, bonded, or involuntary labour. Employment must be voluntary and free from coercion, consistent with the Criminal Code provisions relating to human trafficking and forced labour.

Working Hours

Working hours, overtime, rest periods, and public holiday entitlements shall comply with the Employment Standards Act, 2000. Overtime will be compensated as required by law.

Compensation

Employees will receive at least the minimum wage and overtime pay required under Ontario law. Wages will be paid on time, without unlawful deductions, and in accordance with the Employment Standards Act, 2000.

Freedom of Association

The Company respects employees' rights to freedom of association and collective bargaining as protected under the Labour Relations Act, 1995.

Non-Discrimination & Harassment

The Company is committed to a workplace free from discrimination and harassment. Employment decisions will comply with the Ontario Human Rights Code, which prohibits discrimination based on protected grounds including race, sex, disability, religion, age, and others. Workplace harassment and violence are prohibited in accordance with the Occupational Health and Safety Act.

Corruption & Bribery

The Company prohibits bribery and corruption in any form. Employees must comply with applicable laws, including the Corruption of Foreign Public Officials Act and relevant provisions of the Criminal Code. Gifts and hospitality must be reasonable, lawful, and transparent.

Health & Safety

The Company is committed to providing a safe and healthy workplace in compliance with the Occupational Health and Safety Act. Employees are required to follow safety procedures and report hazards promptly.

Environmental Responsibility

The Company will comply with applicable environmental laws and regulations, including the Canadian Environmental Protection Act, 1999 and relevant Ontario environmental legislation. We are committed to reducing environmental impact and supporting sustainable practices.

Regulatory Compliance

The Company will comply with all applicable federal, provincial, and municipal laws and regulations in Ontario and Canada.

All employees and contractors must comply with this Code as a condition of employment or engagement.