

PILLAR RESOURCE SERVICES INC.

SUPPLIER CODE OF CONDUCT

Pillar requires all entities who supply it with goods or services to strictly adhere to the Code of Conduct set out below.

Social Responsibility

Compliance with Legal Requirements – Suppliers shall comply with all legal and regulatory requirements in jurisdictions where they do business, including safeguarding worker's rights under the appropriate laws and regulations. Suppliers shall not permit or tolerate forced labour or child labour

Supply Chains – Supplier must take reasonable and diligent measures to ensure that entities in their supply chains do not permit or tolerate forced labour or child labour. Supplier shall advise Pillar, and appropriate government authorities, if there are reasonable grounds for believing that child labor or forced labour are being used in their supply chains.

No Discrimination – Supplier shall not permit or tolerate any discrimination in employment on the basis of gender, race religion, age, disability, sexual orientation, nationality or ethnic origin. Supplier shall not permit or tolerate abuse or harassment of any employee.

Employment Standards – Supplier shall comply with all laws, regulations and policies surrounding employment standards, including hours of work, overtime, holidays and sick days.

Health and Safety – Supplier shall take all reasonable and required measures to ensure a safe workplace. This includes, at a minimum, compliance with all applicable laws, regulations and policies related to workplace health and safety in jurisdictions in which they operate.

Environment -- Suppliers shall take all reasonable and required measures to minimize negative impacts on the natural environment, including, at a minimum, compliance with all environmental laws, regulations and policies in jurisdictions in which they operate.

Business Integrity

Suppliers must: (i) maintain the highest standards of corporate and business ethics and integrity; (ii) comply with all applicable federal, provincial, state, and local laws, regulations, and policies; and (iii) comply with this Code and any other policies and procedures communicated by Pillar.

Suppliers may not engage, directly or indirectly, in any form of accepting, concealing, converting and/or transferring funds obtained from criminal activities. Any form of money laundering, embezzlement, terrorist financing, facilitation of tax evasion, fraud or falsification is not tolerated.

Suppliers must not engage directly or indirectly in any activities that would be a contravention of anti-bribery and anticorruption laws.

Suppliers must not participate in tax evasion or facilitate tax evasion by others.