



Code of Ethics

2025



TABLE OF CONTENTS

1	Introduction	3
	as employees	3
	as managers	4
2	The Ethics and Conduct	4
2.1	Employment Practices	4
	Respect and Fairness	4
	Discrimination	5
	Harassment at work	5
2.2	Protection of property	5
	Protection of property	5
	email and internet use	5
	Information protection	6
	Intellectual property	6
2.3	External communication	6
2.4	Health and safety	7
2.5	Drugs and alcohol in the workplace	7
2.6	Environment	8
2.7	Conflicts of interest	8
2.8	Professional activities	8
2.9	Confidentiality	10
2.10	To act with loyalty and diligence	11
2.11	Political activities	11
3	Management Code	12
3.1	<i>Disclosure Policy</i>	12
3.2	Non-Retaliation Policy	12
3.3	Disciplinary measures	12



Code of Ethics

1 INTRODUCTION

Forages Technic-Eau Inc. Is committed to maintaining high standards of integrity in the conduct of its business while seeking to stimulate company growth and value.

This Code of Conduct and Ethics establishes a set of guidelines and principles for ethical behaviour and professionalism in the conduct of our business. It applies to all directors, officers and employees. It also applies to all our business partners, in some cases, working with us and / or acting on our behalf (e.g. Suppliers, subcontractors, agents, consultants)

The guidelines set out in this code may also be supplemented by specific company policies. These guidelines are also intended for shareholders who share our company's values: Respect, productivity, integrity, quality and versatility.

If you have concerns about a situation or course of action in particular, contact the Human Resources Department or a member of senior management of Forages Technic-Eau Inc.

Faced with a situation, to help you make ethical choices, ask yourself the following questions:

- Is this legal?
- Is it fair?
- Do I want other people to know I did it?
- How would I feel if this was talked about in the newspapers?
- How would I feel if this were done to me?
- What would I say to my child or a close friend in this situation?

Our personal commitment

as employees

- Prioritize health and safety at all times.
- Adhere to the basic principles of the Code of Ethics and implement them in your actions.
- Run our work with fairness, integrity and ethics.
- Be aware of our obligations.



- Contribute to and participate in the achievement of corporate goals.
- Protect assets and the company's image.
- Make decisions and actions that are consistent with our Code of ethics.
- Avoid conflicts of interest as well as the appearance of conflicts of interest.
- Always behave in the workplace.
- In good faith, inform the authority or the appropriate person if, to your knowledge, there is a potential breach of the Code or other items that could justify disclosure.
- Be prepared to work with the company regarding any relevant investigations.

Our personal commitment

as managers

- Beyond the responsibilities of employees, managers at **Forages Technic-Eau Inc.** will need to:
 - Know the Code of Ethics and promote it anytime and anywhere.
 - Reinforce and promote the application of the code to employees.
 - Lead by example with behaviors that meet and exceed the application of the code
 - Act accordingly to the Code; prevent, detect and handle any situation that goes against established principles.
 - Protect anyone who reports a breach of the application of the code.

2 THE ETHICS AND CONDUCT

2.1 EMPLOYMENT PRACTICES

Respect and Fairness

Forages Technic-Eau Inc. conducts itself towards its employees with respect, fairness, ethics and equality in employment.

Each employee must behave in a fair and respectful manner toward all those with whom they have business relations.



Discrimination

The Company, together with each employee, must provide a non-discriminatory workplace. Discrimination based on age, gender, ethnicity, religion, marital status, citizenship, or any other status protected by federal or provincial laws is strictly prohibited and will not be tolerated.

Harassment at work

Forages Technic-Eau Inc. must, with each employee, maintain a workplace free of any form of harassment or violence. Harassment, including sexual or psychological harassment, is strictly prohibited, and is not tolerated.

Harassment means any behaviour, comment, gesture or contact likely to offend or humiliate a person and deprive him/her of the dignity and respect to which he/she is entitled.

For more details, please refer to the following policy: [Workplace Harassment policy](#)

2.2 Protection of property

Protection of property

Company assets may not be used for personal use and must only be used for legitimate business purposes.

Forages Technic-Eau Inc. expects its employees to take care of its assets and protect them against loss, damage, misuse and theft.

The property of **Forages Technic-Eau Inc.** includes, without limitation:

- Tangible assets (offices and office equipment, computer and communication equipment, buildings, machinery and vehicles, tools, materials, etc.);
- Intangible assets (logos, information, software, money, intellectual property, etc.).

Email and internet use

E-mail systems as well as the systems and equipment that are made available to employees as part of their duties (e.g. Telephones, photocopiers, computers, software, Internet, etc.) remain the property of **Forages**



Technic-Eau Inc. They must never be used to consult, send or download inappropriate or offensive content that does not meet the company's criteria and/ or business needs. The same applies to any content that is contrary to company values. In case of doubt as to the use made by its employees, **Forages Technic-Eau Inc.** reserves the right to conduct regular audits.

Information protection

Forages Technic-Eau Inc. regulates the use of various social media platforms in order not to harm the smooth running of operations and the company's reputation.

Although the use of various social media platforms is not authorized during working hours, we also have to be careful when we use it outside of working hours so that activity that could be made on them are respectful and fair and that they can in no way harm the reputation of Forages Technic-Eau Inc., its employees, its customers or suppliers.

Intellectual property

Any intellectual property conceived or developed during or after working hours in the context of employment with the company or which falls within the company's fields of interest belongs to **Forages Technic-Eau Inc.**

Employees are prohibited from patenting applications or other applications for registration of intellectual property belonging to the company, and from using it for personal purposes or to make a profit.

At the end of employment, the employee must return all property and intellectual property in their possession.

For more details, please refer to the following policy: [Cellphone Policy & Computer Policy](#)

2.3 External communication

To ensure the quality, timeliness, accuracy, and consistency of information disseminated to the public, all inquiries should be forwarded to the Human Resources and Communications departments.



2.4 HEALTH AND SAFETY

At **Forages Technic-Eau Inc.**, Occupational Health and Safety is a priority and a primary and fundamental responsibility.

Prevention must be present everywhere, with an appropriate risk analysis. **Forages Technic-Eau Inc.** and all its employees comply with all laws and regulations in force and implement standards, procedures, and plans for emergency measures for the safe performance of its activities.

Thus, to ensure their own safety and that of their colleagues, employees of **Forages Technic-Eau Inc.** commit not to exercise their functions or activities of any kind, while impaired by a material which may impair their judgment or interfere with the safe performance of their duties. They understand that this behavior is dangerous and unacceptable and will not be tolerated under any circumstances. In the spirit of safety and accident prevention, employees who witness such behavior must notify the appropriate person in the organization.

For more details, please refer to the following policy: Reinforcing Safe Behaviors Policy

2.5 DRUGS AND ALCOHOL IN THE WORKPLACE

Forages Technic-Eau Inc. recognizes the importance of providing a safe and healthy drug-free work environment and is committed to take preventive measures and apply the necessary solutions to protect and promote the health and safety of its employees, its customers, and the general public.

For this purpose, **Forages Technic-Eau Inc.** requires its employees to report for work fit for duty so they can competently and safely perform their duties.

It is strictly forbidden to:

- 1) use, possess, distribute or sell any kind of drugs or alcohol in any form whatsoever, in the workplace or in the immediate environment of the workplace, which includes, in particular, the company's establishments and construction sites, rest areas, parking lots, company vehicles and facilities of the company's clients;
- 2) Be in the workplace or perform duties, including during lunch hours and / or rest periods, while being under the influence of drugs or alcohol;

All employees who are required to consume prescription drugs, over the counter drugs, prescribed marijuana for medical purposes, must do so responsibly. Employees should consult a health care



professional to determine if the medication used can weaken their capacity to perform their duties in a safe manner.

Forages Technic-Eau Inc may require an employee who uses prescription or over-the-counter drugs, including marijuana prescribed for medical purposes, which are labeled or known by employees to be capable of impairing them to provide reasonable evidence in the circumstances that the use of this substance is necessary and recommended by a qualified medical practitioner for the treatment of a medical condition or disability.

For more details, please refer to the following policy: Alcohol & Drugs Policy & Smoking Policy

Breach of policy

Any breach of this policy may result in administrative and / or disciplinary actions, including dismissal.

An employee who breaches this policy:

- 1) will be met by a person in authority and will be given the opportunity to explain themselves so that the person in authority can determine the appropriate action under the circumstances.
- 2) if the employee's condition does not allow them to perform their duties, they will be suspended without pay for at least the remainder of their shift and will be offered a taxi ride home by the employer.
- 3) will be called to a meeting with their superior, the next business day, if possible and the disciplinary action will be communicated to the employee with a copy to be placed in their personnel file.

Testing

The Employer reserves the right to require an employee to undergo a drug or alcohol test in the following cases:

- 1) when an employee reports for work and there are reasonable grounds to believe that the employee is impaired by drugs and / or alcohol and is unfit to perform their duties;
- 2) as part of an investigation of a serious accident or a work incident;
- 3) if an employee returns to work as a result of a violation of this policy ;
- 4) in the event that an employee returns to work after undergoing treatment for alcohol or drug abuse ;
- 5) as a condition of appointment to a safety-sensitive position.



Drinking and Driving

Forages Technic-Eau Inc. recommends that its employees always have a designated driver when they consume alcohol during an event organized by the company or during a business reception (for example, a business dinner with a client, etc.). If the employee is unable to do so, Technic-Eau Drilling Inc. insists that the employee have an alternative solution before leaving.

For more details, please refer to the following policy: Road Safety Policy

2.6 ENVIRONMENT

We operate in an industry where the environment is of paramount importance. At **Forages Technic-Eau Inc.** the environment is a priority and a fundamental social responsibility.

All activities must respect environmental practices and a vision based on sustainable development.

2.7 CONFLICTS OF INTEREST

Any decision made by an employee of **Forages Technic-Eau Inc** must be made without the influence or appearance of personal gain or bias related to personal and/or professional relationships. All employees must report situations that create or give the appearance of a conflict of interest in writing to their immediate supervisor, with a copy to the Human Resources Department in order to reduce the risk of interpretation or involvement.

2.8 PROFESSIONAL ACTIVITIES

The employees do not have / hold a job outside the company to / from a company that has a business relationship with the company or is a competitor of the Company. Any professional activity outside **Forages Technic-Eau Inc** should not encroach unduly on hours of work and responsibilities of the employee.

Receiving gifts

To ensure greater impartiality in business decisions and to avoid conflicts of real or apparent interest, the company's employees must not accept gifts, benefits or other valuables unless they have received permission from their immediate supervisor, and if this is the case, it must be established that:



- the gift does not involve any risk of compromising the company's objectivity and impartiality;
- these are exceptional or occasional situations;
- it is a normally acceptable practice in business;
- it does not constitute a risk to the reputation of **Forages Technic-Eau Inc.**

However, please note that it is not forbidden to accept a promotional item at moderate cost that is made from the product of a supplier or customer (cap, polo shirt, pen, etc.).

Similarly, the employee shall not solicit for personal gifts or other benefits such as cash, goods or services, discounts, free work, lending money, equipment or equipment on a preferential basis.

If in doubt, employees should seek advice from the human resources department or simply refuse the gift.

Shopping

The purchaser's decision must be made following a proper call for bids and be based on **Forages Technic-Eau Inc** 's price, quality and service. Personal relationships with the supplier or any of its employees, relatives or friends must not in any way influence the purchasing decision and thus give rise to an existing, potential or perceived conflict of interest.

Parents, spouses and friends

Involvement in any way in the decision-making process regarding the choice of a supplier of products and/or services from a company owned by a spouse, family member or close friend may be considered a conflict of interest and must be reported to the immediate supervisor prior to engagement. In such a case, the negotiation and implementation of the agreement must be entrusted to another person.

2.9 PRIVACY

Generally, the information to which you have access to as part of your job is privileged and is the property of **Forages Technic-Eau Inc.**



It is also possible that in the exercise of your duties, you have access to confidential information affecting various activities of the company, its employees, its business or other business practices. This information must remain confidential and should not be disclosed to anyone other than those with legitimate reasons to access it, and should not be used for purposes other than your employment with **Forages Technic-Eau Inc.**

Employees must respect the privacy of other employees, protect privileged information and any commercial proprietary information related to **Forages Technic-Eau Inc** at any time, even after the end of the employment period.

For more details, please refer to the following policy: [Non-disclosure and Non-Competition Policy](#)

2.10 TO ACT WITH LOYALTY AND DILIGENCE

The credibility of **Forages Technic-Eau Inc** rests largely on its reputation with its employees, customers, suppliers and other partners.

Therefore, **Forages Technic-Eau Inc** expects everyone to behave in a loyal and diligent manner, in all our actions and in all circumstances.

Acting with loyalty means, for example:

- Exercising our duties in good faith with the interests of **Forages Technic-Eau** at heart.;
- demonstrating professionalism in the performance of our duties;
- Contributing to reinforce the company's brand image by being courteous and polite with customers;
- Keeping all information confidential with which we are in contact during our work and after work has stopped at **Forages Technic-Eau**.

Acting with due diligence means, for example:

- Providing rigorous and quality service;
- Ensuring that our individual work performance is normal and consistent and meets the company's expectations;
- Performing our duties with care, to the best of our ability and effectively;
- Following instructions and work schedules;



- Respecting company assets and using equipment properly according to the task at hand;
- Good behavior, both on and off the job, so as not to discredit the company's reputation.

2.11 POLITICAL ACTIVITIES

Employees of **Forages Technic-Eau Inc** are authorized to conduct legitimate political activities outside of working hours on a strictly private basis. **Forages Technic-Eau Inc** can not be associated with said activities by employees, either directly or indirectly, and it is the sole responsibility of the employee to be sure this is the case.

3 MANAGEMENT CODE

3.1 *REPORT OF VIOLATIONS POLICY*

It is the duty of every employee, supplier or partner to report any ethical issues or violations of the Code by providing relevant information and, if applicable, assist in any possible investigation possible. The failure to report inappropriate behavior is as important as one's own misconduct.

In such cases, information about known or suspected violations of law or rules can be reported directly to the supervisor, the CEO, or any other executive member at **Forages Technic-Eau Inc**.

If the employee considers the response to one of the above mentioned cases unsatisfactory, they can report the situation confidentially to the human resources department at 1-819-564-0531 ext 252.

3.2 NON-RETALIATION POLICY

No employee will be injured, be subjected to retaliation, or discriminated against for coming forward in good faith with a possible breach of the Code.

3.3 DISCIPLINARY MEASURES

Any serious breach of the Code of Ethics and Conduct may result in disciplinary action appropriate to the offense, up to and including termination.



Reception and adherence to the Code of Ethics and Conduct at Forages Technic-Eau Inc:

- I confirm that I have received a copy of the Code of Ethics and Conduct from **Forages Technic-Eau Inc.**
- I understand that the respect of all the points of the Code of Ethics and Conduct and amendments that could be made to it, is part of my working conditions.
- I understand that any violation of the Code of Ethics and Conduct will cause serious harm to **Forages Technic-Eau Inc.**
- I understand that my signature below indicates that I have read and understood all the elements of the Code, both general and specific.

Full name

Signature

Date