

**SOURCE ENERGY SERVICES LTD.
SUPPLIER CODE OF CONDUCT**

Source Energy Services Ltd. and its subsidiaries ("**Source**") are dedicated to conducting business ethically, prioritizing the protection of human rights, health, safety, and the environment for its employees, customers, and other stakeholders.

Applicability

The Supplier Code of Conduct applies to any organization that (i) contracts with Source to supply goods or services to Source, (ii) contacts with Source for the purpose of serving Source clients, or (iii) has entered into a business relationship with Source to establish a presence in a marketplace. (the "**Supplier**")

Overview

Every Supplier is expected to meet these standards in connection with the operations of its business. Suppliers should establish and enforce policies which comply and align with the expectations of this Supplier Code. Suppliers are also expected to apply comparable standards downstream in their own supply chains.

This Supplier Code of Conduct ("**Supplier Code**") outlines our expectations of Suppliers. A Supplier's contract with Source may contain provisions addressing some of these same issues. Nothing in this Supplier Code is meant to supersede more stringent provisions in any particular contract.

Violations of this Supplier Code are taken seriously and must be reported upon discovery by the Supplier, and promptly take action to address or remove these practices.

Principals

Human Rights

The Supplier shall treat workers with dignity and respect and not subject them to demeaning conditions or any form of harassment including sexual harassment.

The Supplier shall foster a culture that seeks to promote equal opportunities for all. The Supplier shall not tolerate discrimination on the basis of race, colour, gender, caste, social background, sexual orientation, ethnicity, national origin, disability, pregnancy, religion, political affiliation, union membership, marital status, medical condition or any other personal characteristic prohibited by local law or regulation applicable to your operations.

The Supplier should nurture an environment where business standards are clearly understood and there are clear channels for individuals to communicate openly with management without threat of retaliation, intimidation, or harassment.

Labour and Modern Slavery

The Supplier shall not use forced or involuntary labour nor demand work or service from an individual under threat. Work must be conducted based on freely agreed terms and in accordance with labour laws or industry practice, whichever is better with regards to wages, and health and safety conditions in the workplace. The Supplier shall not withhold or destroy, conceal, confiscate, or deny access by workers to workers' identity or immigration documents. The Supplier shall not require nonprofessional migrant workers to bear any costs or fees associated with their recruitment, travel, or migration processing.

The Supplier shall not exploit child labour and shall not employ any workers under the age of 16 or the minimum legal working age, whichever is greater. Employment of workers under the age of 18 should not interfere with their compulsory education and should not, by the nature of the work or circumstances in which it is carried out, be likely to harm their health, safety, or morals.

Environment

The Supplier is encouraged to develop and use environmentally friendly innovations and practices that reduce negative environmental impacts.

Integrity, Ethics, and Anti-corruption

The Supplier shall not engage in any illegal or unethical behaviour. The Supplier is expected to uphold standards of fair business practices. The Supplier shall neither make bribes nor accept them, nor induce or permit any other party to make or receive bribes on its behalf nor cause other parties, including Source, to violate any applicable anti-corruption or anti-bribery laws when working on behalf of or with the other parties. The Supplier shall use reasonable practices to prevent bribery in all forms and shall support efforts to fight corruption. The Supplier shall not engage in or assist any third party with any money laundering, terrorist financing or other financial crime activities. The Supplier shall endeavor to maintain its own confidential process to enable employees and contractors or report incidents of unethical behaviour.

Confidentiality & Privacy

The Supplier shall abide by its obligations relating to the protection, collection, and proper handling of confidential and personal information.

Conflict of Interest

The Supplier shall not allow bias, conflict of interest, or inappropriate influence of others to override its professional judgements and responsibilities. The Supplier shall voluntarily declare any such conflicts involving Source personnel.

Questions

We encourage Suppliers who have concerns or questions about this Supplier Code to communicate with their primary Source contact or to contact us at corporate@sourceenergyservices.com.

Reporting

The Supplier agrees to report any known misconduct or violations of this Supplier Code by a party via Source's Whistleblower Hotline. They can use the following contact information: whistleblower@sourceenergyservices.com.

This Supplier Code is available on Source's website at www.sourceenergyservices.com.

Effective: March 6, 2024

Approved by: The Board of Directors