



Supplier Code of Conduct

Purpose

We, Patriot Battery Metals, value our supplier relationships as they are essential to reaching our corporate objectives. We are committed to conducting business in an ethical, legal and socially responsible manner and want to do business with suppliers that meet our requirements and share our values. This Code sets out the standards expected from our suppliers.

Scope

This Code applies to all:

1. Contracted suppliers of goods and services, and
2. Subcontractors working on their behalf.

Expectations

We expect our suppliers and subcontractors to take responsibility for ensuring their conduct complies with the following principles and requirements.

Sound Governance, Ethics and Integrity

1. Comply with the laws and regulations of the jurisdiction in which the supplier/subcontractor operates, including but not limited to laws addressing:
 - a. Bribery, fraud, and corruption.
 - b. Anti-competition and antitrust.
 - c. Insider trading.
 - d. Labour and tax.
 - e. Health and safety.
 - f. Environment.
2. Avoid situations that might create, or appear to create, a conflict of interest, as well as disclose any real or perceived conflict of interest and manage the situation accordingly.
3. Do not solicit, accept, offer, provide, or authorize bribes of any sort either directly or indirectly.
4. Do not accept or offer gifts or entertainment if they could reasonably be considered to be extravagant or otherwise improperly influence the Patriot Battery Metals' business relationship with or create an obligation to a customer, supplier, or contractor.
5. Take all reasonable steps to ensure security of Patriot Battery Metals' confidential information.
6. Respect intellectual property rights.



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Respect Contract Terms

7. Comply with the terms entered in the contracts executed with Patriot Battery Metals.

Respect Patriot Battery Metals' Policies, Process and Standards

8. Comply with Patriot Battery Metals' policies, processes and standards, including but not limited to:
 - a. Ethics and Business Conduct
 - b. Governance and transparency.
 - c. Health and Safety.
 - d. Human Resources.
 - e. Environment.

Ensure Healthy and Safe Workplaces

9. Protect the well-being and safety of employees and subcontractors, the other site workers or visitors, the host communities and the general population.

Respect Labour and Human Rights

10. Eliminate all forms of discrimination or harassment.
11. Prohibit inhumane treatment of employees, including any form of physical, moral, sexual, or verbal abuse, bullying or any other forms of intimidation.
12. Promote diversity, equity and equal opportunities in the workplace.
13. Apply appropriate and fair terms of employment, including, but not limited to, hiring, working hours, remuneration, promotion, training, termination, and corrective action.
14. Respect labour rights, including freedom of association and the right to collective bargaining.
15. Ensure that accommodation, when provided, is clean and safe, and meets the basic needs of workers.
16. Prohibit all forms of forced labour.
17. Do not engage in child labour.

Truthful Stakeholder Relations

18. Treat members of host communities with respect.
19. Identify opportunities that enhance local employment and responsible procurement.



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20. Coordinate engagement with members of host communities through Patriot Battery Metals' Community Relations team.

Protection of Natural Environment

21. Make efficient use of energy, natural resources, and water consumption.
22. Manage air emission, water use, handling of chemicals, disposal of hazardous and nonhazardous waste responsibly.
23. Eliminate unnecessary packaging and support the recycling or re-using of waste by-products.
24. Adhere to Patriot Battery Metals environmental management plans.

Collaboration Spirit

25. Collaborate with Patriot Battery Metals to identify opportunities to minimize risks and improve performance related, but not limited, to:
 - a. Governance.
 - b. Health and Safety.
 - c. Human Resources and Rights.
 - d. Stakeholder Relations.
 - e. Environment.
26. Maintain proper documentation and transmit to Patriot Battery Metals required data to comply with environmental authorizations or other legislations, inspections, certifications or reporting requirements.

Accountability

27. Commit to transparency and accountability in their business.
28. Assess the potential impacts of their work on the natural and social environment.
29. Proactively manage risks.
30. Implement avoidance, mitigation or remediation measures, if required.
31. Keep truthful and accurate records (which may be required for auditing purposes).
32. Establish, maintain and implement policies, standards, procedures and management controls to ensure compliance with the above requirements.



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Compliance

Suppliers are required to comply with this Code and to ensure that its employees and representatives understand and respect it. Suppliers may be required to certify or provide information relevant to compliance.

Breaches of the Code

Suppliers who do not adhere to this Code and fail to remedy violations will have their contracts with Patriot Battery Metals reviewed, which may result in termination.

Receipt and Acknowledgment

By signing below, the supplier acknowledges and agrees to this Code.

Supplier Company Name: _____

Name of the Authorized Supplier Representative: _____

Title of Authorized Supplier Representative: _____

Signature: _____

Date: _____

Approval & Review

This Supplier Code of Conduct is to be reviewed periodically and updated as required.

Rev. No.	Prepared / Updated by	Reviewed	Approved	Date	Description / Changed Effected
0	ESG Department	CEO & President Executive VP ESG	PMET Board	September 2024	Initial Document