

CODE OF CONDUCT FOR QUEBECOR SUPPLIERS



**Approved the
Approved by**

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OBJECTIVES

Quebecor wants to do business with suppliers who, in addition to being recognized as experts in their fields, show concern for sustainable development and care for their employees' well-being by adopting appropriate measures regarding workplace health and safety, human resources, ethics and the environment.

This Code of Conduct (hereinafter the "**Code**") is based on recognized international standards and sets the expectations that Quebecor Media inc. and its subsidiaries (hereinafter, "**Quebecor**") have of their suppliers. Compliance with this Code is an important criterion in selecting suppliers so as to ensure that working conditions are safe throughout Quebecor's supply chain, that workers are treated with dignity and respect and that design, manufacturing and distribution processes are ethical and environmentally responsible.

Quebecor expects its suppliers to comply with the applicable laws and regulations wherever they do business.

Because this Code applies to Quebecor's entire supply chain, its suppliers must also ensure that their affiliated companies, suppliers, employees and sub-contractors also comply with this Code.

WORKERS

Suppliers must respect human rights, in particular those of all their employees, including temporary, migrant, student and contract workers, direct employees and all other types of workers (hereinafter the "**Workers**"), and must treat them with dignity and respect in accordance with internationally recognized laws and standards governing working conditions. The following principles must be adhered to:

- **Freely Chosen Employment**

The work must be done voluntarily, and the Workers must be free to leave the company.

- **No Child Labour**

No child shall be assigned to perform production tasks or any other activities of the company. The term "child" means a worker who is less than 14 years old or who is of an age at which school attendance is mandatory in his or her country. We encourage the use of workplace learning programs that comply with the applicable laws.

- **Hours of Work Pay, Salaries and Benefits**

Suppliers must comply with the applicable labour laws concerning the minimum wage, overtime, and mandatory benefits. In the absence of such laws, Workers must be paid in accordance with local industry standards, and suppliers must not schedule work weeks exceeding six (6) consecutive days without a day of rest.

- Non-Discrimination in Employment

Suppliers must agree to provide a workplace that encourages diversity and equity, and is free of any form of illegal discrimination or harassment. Except for the inherent requirements of certain types of jobs or of programs to promote diversity, suppliers must refrain from any discrimination (based on race, colour, age, sex, sexual orientation, ethnic origin, disability, pregnancy, religion, political affiliation, union membership or marital status) in hiring and employment practices such as promotions, rewards and access to training.

- Freedom of association and collective bargaining

In accordance with the applicable local laws, suppliers must respect the Workers' rights to bargain collectively, to freely join labour unions, to be represented and to sit on workers' councils.

ETHICS

- Professional Integrity

Suppliers must maintain the highest standards of ethics and integrity and comply with all international, national and local laws. Any form of corruption, extortion, bribery, misappropriation or falsification is strictly prohibited.

- No Undue Advantages

Suppliers must neither offer nor solicit any gift, gratuity, entertainment, cash payment, loan or any other form of undue favour, and must not use any other inappropriate means of influence to obtain a competitive advantage.

- Intellectual Property and Fairness in Business, Advertising and Competition

Suppliers must comply with the applicable laws regarding intellectual property rights and with fair business practices, antitrust standards and advertising laws.

- No Reprisals

Suppliers must not engage in any form of reprisals against any person who makes a report or a complaint in good faith against their company, or against Quebecor or against any public body in accordance with the applicable laws.

- Conflicts of Interest

Suppliers' business relationships with third parties must not prejudice their business relationships with Quebecor and must not affect their ability to make impartial, objective business decisions in relation to the contracts that they have signed with Quebecor.

CONFLICT MINERALS

Suppliers of electronic or electrical materials or products must assess the origin of the minerals that they purchase to ensure that they do not come from conflict zones and do not directly or indirectly fund armed groups that violate human rights. The minerals specifically targeted are those extracted in the Democratic Republic of the Congo and bordering countries and include tungsten, tantalum, gold, tin and colombo-tantalite (coltan). Suppliers must demonstrate due diligence and upon request disclose the results of their assessments and the processes that they have put in place to avoid purchasing conflict minerals.

HEALTH AND SAFETY

Suppliers must comply with the international, national and local laws and standards regarding health and safety that apply to their business activities.

They must also establish safe work procedures, ensure that all persons at risk are provided with appropriate personal protective equipment, and have preventive maintenance programs to control all potential risks to health and safety.

Quebecor encourages suppliers to establish appropriate administrative, engineering and design processes to control health and safety risks and monitor occupational injuries and illnesses.

ENVIRONMENT

Suppliers must comply with international, national and local laws regarding the protection and preservation of the environment, including the use, handling, storage, transportation and disposal of regulated hazardous substances.

Suppliers must also obtain and maintain the environmental permits and approvals required under the applicable legislation and be familiar with the environmental impacts associated with their business activities.

Quebecor encourages suppliers to take steps to prevent pollution by implementing policies, programs and training for their employees, for purposes such as managing hazardous substances, accidental leaks and spills, and atmospheric emissions, as well as wastewater control and waste management and recycling.

MANAGEMENT SYSTEM

Quebecor's suppliers must put appropriate control measures in place to ensure compliance with the Code and correct any failures to comply.

Quebecor reserves the right to evaluate and monitor its suppliers' practices with regard to the Code. In this context, Quebecor may ask its suppliers to fill out self-evaluation questionnaires, to provide Quebecor with proof of compliance with all applicable laws, and to allow Quebecor to verify working conditions on their premises.

REFERENCES

The following documents are useful sources of additional information.

- **International Instruments**
 - Universal Declaration of Human Rights
 - International Labour Organization international labour standards
 - Guidelines on occupational safety and health management systems (ILO-OSH 2001)
 - United Nations Convention against Corruption

- **Best International Practices and Voluntary Standards**
 - EU Eco-Management and Audit Scheme
 - Electronic Industry Citizenship Coalition® (EICC®) Code of Conduct
 - Ethical Trading Initiative
 - ISO 14001
 - OECD Guidelines for international enterprises
 - Social Accountability International SA8000® Standard
 - United Nations Global Compact
 - Conflict Minerals Reporting Template (RBA/GeSI)

RESOURCE PERSONS

Questions or comments concerning the code or Quebecor procurement practices	Videotron Procurement Services: appro.QMI@videotron.com
For any concerns regarding this Code or to report questionable behaviour or possible violations of this Code	www.clearviewconnects.com or 1-877-821-5801