

NB Power Supplier Code of Conduct

Effective Date: 2026/09/17

Introduction: NB Power is the primary electric utility in New Brunswick, Canada. We provide reliable and safe energy that powers the homes, businesses, and communities of more than 400,000 direct and indirect customers. We are committed to living our values every day, and we expect our suppliers to support these values through the business relationships we build together:

- **Safety at Heart** – We are committed to the safety of every employee and member of the public.
- **Care for our Customers** – We care for our customers. We put their experience at the centre of everything we do. We are committed to delivering relevant and valuable solutions. We act with integrity and do what we say we are going to do.
- **Care for our Team** – We care for our team. We are open, honest, and transparent with each other to build trust. We embrace diversity, creating an inclusive culture that supports employee well-being, encourages continuous learning, and drives high performance.
- **Care for our Future** – We care for our future. We work with customers and communities to explore and deliver on their evolving energy needs while being environmentally responsible for future generations. We are curious and open to new ways of working.
- **Care for Our Core** – We take care of our nuclear core. We understand the unique nature of the nuclear core and are committed to make Nuclear Safety the overriding priority.

Purpose: This Supplier Code of Conduct sets out the minimum standards of business conduct NB Power expects from all suppliers. It reflects our commitment to ethical behaviour, environmental stewardship, health and safety, labour practices, and business integrity. By following these standards, suppliers help support responsible and sustainable business practices throughout our supply chain and contribute to relationships built on mutual respect, trust, and long-term partnership.



Supplier Code of Conduct

Health and Safety

Health and Safety – Suppliers have a duty to provide a safe work environment for their employees and to ensure employees are trained and competent to perform the assigned work. It is equally the supplier's responsibility to obtain relevant health and safety information from NB Power when appropriate to inform hazard assessments, safe work planning, and safe work performance. Suppliers must develop & implement safe systems of work while working with, or on behalf of, NB Power.

Suppliers will ensure their operations are conducted in alignment with all applicable laws and regulations, safety codes, recognized industry best practices and NB Power standards and policies regarding Health & Safety management throughout the lifecycle of an awarded NB Power contract. Suppliers will also maintain appropriate levels of personnel and resources to ensure effective Health and Safety management and oversight. Please review [NB Power Contractor Resources](#) for Health and Safety requirements.

Emergency Preparedness - Suppliers will identify and plan for potential emergencies and ensure training and guidance is provided to employees regarding emergency preparedness.

Incident/Near Miss Reporting - Suppliers will investigate all incidents and near miss events to determine the contributing and causal factors and implement corrective measures to prevent recurrence. When working at an NB Power site or facility, all incidents and near miss events must be reported immediately to NB Power.

Authority To Stop Unsafe Work - Any individual performing contract work or providing services to NB Power (irrespective of his or her employing entity) has the responsibility and authority to stop or require others to stop work when an unsafe act or condition is observed that could result in an injury or incident. Work may only be resumed when it can proceed in a safe manner. Additionally, when working at an NB Power site or facility, everyone is required, and empowered, to immediately advise NB Power and those with operational control of that work area of any safety concerns whether involving NB Power, a contractor, a subcontractor, or an individual. Suppliers will ensure the authority to stop unsafe work is communicated to their employees, and their subcontractors through orientations, tailboard sessions, and prominent safety messaging.

Environment

Environmental Emergency Preparedness - Suppliers will identify and plan for potential environmental emergencies and will implement environmental emergency plans and provide guidance to workers on environmental emergency response procedures.

Environmental Laws and Regulations - Suppliers must be aware of and comply with all applicable environmental laws and regulations, including any permit conditions or approval requirements issued to NB Power that are relevant to the supplier's scope of work.



Environmental Leadership – NB Power is committed to continually improving our environmental performance and reducing our environmental footprint. Our environmental accomplishments are built on the contributions of all our employees, as well as our suppliers. We are committed to reducing our greenhouse gas emissions by transitioning towards less emitting electricity production, including renewables, and by promoting the efficient use of electricity through internal and external programs such as energy efficiency initiatives. Please review our [Environmental Policy](#).

Environmental Management - Suppliers are expected to implement effective environmental management practices consistent with or exceeding those implemented by NB Power. NB Power's Environmental Management Systems are consistent with ISO 14001 standard, and when working at an NB Power site or facility suppliers are expected to adhere to NB Power's Environmental Management System practices and to identify opportunities to implement/enhance environmental initiatives using appropriate products or services.

Environmental Incidents - All environmental incidents, spills, and near miss events will be reported immediately and appropriately investigated to identify the cause(s) and prevent a recurrence. Suppliers are responsible for mitigation and remediation measures resulting from environmental incidents for which they are liable. When working at an NB Power site or facility, all environmental incidents, spills, and near miss events must be reported immediately to NB Power.

Labour and Human Rights

Labour Practices – Suppliers will be compliant with all applicable laws and best practices to ensure freedom from “modern slavery”, including forced labour and child labour, in their operation and in their supply chain.

Freedom of Association - Suppliers will comply with all applicable laws regarding the activities of trade unions and work councils and their organizational activities. Suppliers will recognize and respect the rights of employees to freely associate, organize and bargain collectively, in accordance with applicable laws and regulations. Most NB Power employees are represented by International Brotherhood of Electrical Workers (IBEW) Local 37. Suppliers performing large maintenance projects at NB Power generating stations must be signatories to the [National Maintenance Council Collective Agreement](#).

Employment Standards - Suppliers will ensure that all employees are accorded at least the minimum employment standards mandated by the [New Brunswick Employment Standards Act](#) or equivalent.

Human Rights - Suppliers will uphold the principles of equality and non-discrimination in all employment practices. This includes avoiding discrimination or harassment based on any of the 16 protected grounds set out in the [New Brunswick Human Rights Act](#) (e.g., race, religion, sexual orientation, disability, etc.) and providing reasonable accommodations where necessary.



Inclusion and Diversity

Respectful Workplace – Suppliers will operate workplaces free of discrimination, violence, harassment, victimization, and any other abuse on any grounds including but not limited to age, disability, ethnic or social origin, gender, gender identity, nationality, race, sexual orientation, marital status, parental status, pregnancy, political convictions, religious beliefs, union affiliation, or veteran status.

First Nations Relations

NB Power recognizes the significance, distinct interests, and cultures of New Brunswick's Indigenous Peoples. We are committed to building strong, long-term, mutually beneficial relationships with First Nations communities. This commitment is a fundamental part of how we work and extends beyond compliance with legal requirements.

Suppliers are expected to support NB Power's approach to fostering positive relationships with First Nations communities. This includes supporting respectful engagement and community relations, education and cultural awareness, and employment opportunities where relevant to the supplier's work.

For more information, please review NB Power's [First Nations Relations](#) page.

Ethics and Integrity

Integrity - The highest standard of integrity is expected in all our business dealings. All forms of corruption, extortion, bribery (including facilitation payments), and embezzlement are strictly prohibited and may result in immediate termination of our contracts and agreements.

Legal Compliance - Suppliers will comply fully with all laws and regulations applicable to them and the work they do for NB Power.

Conflict of Interest - A conflict of interest is any situation where personal interests (e.g., financial or social factors) of an employee, contractor/consultant, shareholder and/or director (including those of family members by blood or marriage), present an actual, perceived, or potential conflict with the interests of NB Power. Suppliers must declare any actual, perceived, or potential conflict of interest.

Information Security - Suppliers will maintain updated cybersecurity systems that protect NB Power sensitive information against theft, loss, destruction, unauthorized access/release or misuse.

Anti-Bribery - Suppliers will ensure that the requirements of all applicable anti-corruption laws are met, including, but not limited to, the *Corruption of Foreign Public Officials Act* (Canada). Suppliers will never offer, ask for, give or receive any form of bribe, kickback, any other type of improper payment, or attempt to gain influence or competitive advantage through improper means.

Anti-Competitive Practices – Suppliers will not engage in anti-competitive practices for any reason. Bid-rigging, price-fixing, collusion, coercion, or other actions that are illegal, unethical, or



compromise integrity of a supplier's relationship with NB Power may result in termination of contract and/or exclusion from future contract opportunities.

Lobbying – During the course of procurement processes, suppliers will not initiate any communication or contact with NB Power's Board or Executive Management Team, elected or appointed officials of the Government of New Brunswick or their staff, or staff of NB Power who have not been named as designated contacts, with the intent of influencing the procurement process. NB Power's solicitation documents state that it reserves the right to disqualify any supplier that does not meet this expectation. Please review the [New Brunswick Lobbyists' Registration Act](#).

Confidentiality – Suppliers will preserve the confidentiality of all proprietary and sensitive information belonging to NB Power, its employees, and its customers and will not disclose this information to unauthorized third parties without written consent from NB Power.

Purchasing and Tenders

Please visit the NB Power [Purchasing and Tenders](#) page for additional details about Terms and Conditions.

Compliance With Code

Suppliers are required to promptly report to NB Power legal violations or violations of the NB Power Supplier Code of Conduct using the contact information provided below.

Conclusion

NB Power's Supplier Code of Conduct is not meant to, and does not, supersede any applicable law, or any term in an agreement between NB Power and a Supplier. To the extent there is any conflict between this Code and any applicable law or provision of any agreement, the applicable law or agreement prevails. NB Power reserves the right to update or change the Code requirements.

Contacts:

NB Power Supplier Relations – SupplierRelations@NBPower.com

NB Power Procurement – AllTenders@NBPower.com

Address:

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