

This Human Rights Policy for Vendors (hereinafter “the Policy”) applies to all entities that provide goods and services (hereinafter “Vendors”) to RONA inc. or any of its subsidiaries, affiliates, and associated companies (hereinafter “RONA”).

RONA is committed to upholding and promoting human rights throughout its supply chain.

RONA expects the same commitment from its Vendors and requires them to implement management systems to identify and mitigate risks related to this Policy and to facilitate its continuous improvement.

RONA, acting on its own behalf or through a third party, may take appropriate verification measures, such as inspections and audits, to ensure compliance with the Policy.

RONA recognizes the fundamental principles of human rights, as defined by the Universal Declaration of Human Right (UDHR) and aligns with the UN Global Compact, the International Bill of Human Rights, and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

The latest version of the Policy is available at [ronainc.ca](http://ronainc.ca) and at RONA’s [Vendor Portal](#).

### Policy

RONA requires its Vendors to comply with all applicable human rights laws and regulations.

RONA prohibits discrimination based on race, colour, national or ethnic origin, religion, age, sex, sexual orientation, gender expression, gender identity, marital status, family status, disability, or any other ground protected under Canadian human rights legislation.

#### **Vendors must comply with the following statements:**

- **Discrimination-free workplace:** Maintain a working environment free of discrimination of any kind. Discrimination, whether based on one of the protected grounds mentioned above or on any other factor, must not be tolerated.
- **Accommodation:** Provide reasonable accommodation to employees who need it to ensure equal access to employment opportunities unless such accommodation would cause undue hardship to the organization.
- **Diversity, equity, and inclusion:** Value diversity and promote an inclusive workplace, where everyone, regardless of their identity, feels safe and is treated fairly.
- **Non-retaliation:** Prohibit retaliation against any employee who raises concerns in good faith or participates in an investigation related to human rights violations.
- **Supply chain:** Treat workers throughout the supply chain with integrity and respect and adhere to the [RONA’s Vendor Code of Conduct](#) which requires all RONA Vendors to protect human rights throughout the supply chain. Apply a zero-tolerance policy to human trafficking, child labour, and forced labour, which are strictly prohibited.



## Human Rights Policy for Vendors

### Reporting Channels

RONA encourages its stakeholders to report any human rights concerns through any of the following channels:

- **Email:** [compliancecanada@rona.ca](mailto:compliancecanada@rona.ca)
- **Phone:** 1-800-309-5859

RONA is committed to promptly and thoroughly investigating all complaints in a confidential and impartial manner.

### Application

Should an event occur that could threaten RONA's commitment to human rights, RONA will assess the risk and take action to remedy the situation. If RONA believes that a Vendor has violated the Policy, RONA has the right to terminate its business relationship with the Vendor and to ensure the protection of its rights and available remedies.

RONA will continue to track and publicly report its application on an annual basis in RONA's Corporate Sustainability Report.

This Policy is aligned with RONA's internal "Human Rights Policy" and will be reviewed annually.

This Policy can be modified at the sole discretion of RONA.

Last update: June 5, 2024