

Parkland Corporation Human Rights Policy

I. Commitment to respect human rights

Parkland is committed to respecting human rights and to ensuring an organizational culture which recognizes and avoids complicity in human rights abuses.

II. Purpose and Scope

This Policy outlines the ways in which we intend to uphold our commitment to respect human rights. It is part of Parkland's broader and comprehensive policy framework designed to reinforce our commitments to sustainable development. This Policy provides guidance and describes our objectives, organizational framework and responsibilities in respecting human rights.

Parkland's Human Rights Policy is developed in accordance with international norms and standards for business enterprises. Parkland commits to complying with applicable Human Rights Legislation in every jurisdiction in which it operates and has relationships.

Parkland is also committed to cooperating in providing a remedy for any breaches of human rights associated with our activities or influence as required by the Guiding Principles on Business and Human Rights.

III. Responsibilities

This Human Rights Policy applies to all Parkland Corporation personnel, including its directors, employees, and contractors, and to all subsidiary and affiliated companies of Parkland Corporation, including joint ventures where Parkland has a controlling interest, (referred to collectively as, "**Responsible Parties**").

IV. Expectations

This Policy articulates Parkland's view that everyone, regardless of gender identity and expression, sexual orientation, disabilities, physical appearance, family status, ethnicity,

nationality, race, age, religion, or other protected categories are entitled to a respectful environment that is free from harassment and that respects individual and collective human rights.

Parkland expects all Responsible Parties to respect human rights and to adhere to the principles specified in the Policy. This Policy also assists in supporting the rights of others who may be touched by the company's operations, relationships or interactions including individuals, collectives, communities, and other parts of civil society.

V. Development and Implementation

The Policy is a living document; our intent is that it will be revised on a regular basis and in consultation with Parkland's diverse stakeholders.

This Policy and its implementation will be reviewed on at least an annual basis, including an assessment of the company's progress toward achieving the objectives identified herein.

VI. Parkland's Human Rights Principles

Parkland holds inviolable all human rights as outlined in internationally binding declarations and legislation in all jurisdictions in which we operate. The Policy places an emphasis on rights which are most relevant to our activities, locations and circumstances.

Our core values are Safety, Integrity, Community, and Respect. Accordingly, our human rights priorities include:

- the rights of those we work with directly (safety, employee rights, the effects of our supply chain);
- the rights of those affected by our operations
- the human rights implications of good governance and ethics in all that we do.

While we believe these matters are the most relevant to our business regardless of the geographic areas in which we operate, this focus does not diminish our commitment to respect all human rights recognized in internationally binding conventions.

The rights of those we work with directly or indirectly

Safety and Health

Safety is Parkland's number one value. Our goal is that no employee, partner, or member of the public is injured because of Parkland's activities, and that employees and others have a safe and secure working environment.

Parkland is also committed to supporting a high standard of physical and mental health across our operations and activities to create healthy working conditions and realize our responsibility for a clean and safe working environment.

We have implemented comprehensive systems, programs and practices in support of these commitments; please refer to Parkland's website and sustainability reports for more details:

<https://www.parkland.ca/en/sustainability/hse>

<https://www.parkland.ca/en/sustainability/sustainability-report>

Employee Rights

1. We prohibit discrimination and strive for diversity, equality, fairness and inclusion

- Parkland is committed to equal treatment for all employees and to upholding equality and fairness in the workplace. This commitment extends to creating fair, reasonable, safe and healthy working conditions for all employees, including creating opportunities for improvement, and having in place ethical hiring, time-off, employment and performance review and dismissal procedures.
- As part of its sustainability commitments, Parkland has implemented numerous diversity and inclusion initiatives. These initiatives are more fully described in the company's Sustainability Report, the latest version of which can be accessed at <https://www.parkland.ca/en/sustainability/sustainability-report>.
- In support of our objectives, Parkland has instituted an enterprise-wide executive-led Diversity & Inclusion (D&I) Council, which is tasked with advancing Parkland's vision for building and sustaining a diverse and inclusive workforce in service of our customers, communities and other stakeholders.

2. We prohibit harassment

- Parkland will not tolerate harassment, workplace violence, or the creation of a hostile work environment in any form. Parkland's Anti-Harassment Policy applies to all Responsible Parties and describes prohibited conduct and behaviors and provides serious consequences for breaches.
- Parkland has policies with respect to
 - i. Preventing Workplace Discrimination and Harassment;
 - ii. Preventing Workplace Violence;
 - iii. Accessibility for Employees and Customers with Disabilities Policy; and,
 - iv. Our Integrated Accessibility Standards Policy.

3. We prohibit forced, compulsory, and child labour

- Parkland and all Responsible Parties will not use forced, compulsory, or child labour, and will implement practices to ensure adherence to this commitment. Parkland's Supplier Code of Conduct, which can be found at https://www.parkland.ca/application/files/3916/5756/6588/Parkland_Supplier_Code_of_Conduct_-_FINAL.pdf, obliges our suppliers to make similar commitments. Parkland supports legislation such as the UK *Modern Slavery Act, 2015*. As a Canadian headquartered company, Parkland supports Canadian government plans to implement similar legislation in Canada.

4. We support and encourage accessibility for persons with disabilities

- Parkland is committed to ensuring that we provide equal access and opportunity to people with disabilities, including a welcoming workplace that empowers all individuals to achieve their goals. Parkland will work with organizations and individuals to ensure that we are continually mindful of the needs of people with disabilities and act to create the conditions for their success. Our objective is continuous improvement.

Our Supply Chain

We acknowledge that there is a risk of human rights violations within our supply chain. Parkland aims to not knowingly do business with suppliers that do not respect human rights or that do not subscribe to the principles outlined in this policy. When we do work with suppliers, they are obligated under our Supplier Code of Conduct to affirm that they will comply with this policy and support this commitment.

We also acknowledge that the governance of human rights may be weak in some jurisdictions where we or our suppliers operate. We affirm that to the extent of our ability and influence we will encourage the application of the principles outlined in this Policy in all jurisdictions where we work.

The rights of those affected by our activities

Rights of Indigenous Peoples

Parkland is committed to establishing lasting, and mutually beneficial relationships with Indigenous communities. Parkland respects the diverse cultures, traditions and perspectives of Indigenous Peoples and seeks to achieve equitable partnerships and opportunities with Indigenous communities. Parkland employees and leadership are committed to respectful and substantive engagement with Indigenous communities and acknowledge the steps to reconciliation that businesses should take.

Communities and Other Stakeholders

Parkland recognizes that communities have a right to be consulted with respect to developments that have the potential to affect their circumstances. We are committed to respecting the views and rights of all those with whom we engage; this includes the provision of information in a transparent and timely manner and to engaging in good faith with the objective of achieving mutually beneficial outcomes to the extent reasonably possible.

Human Rights and Our Influence

Parkland acknowledges that society as a whole has a right to fair and beneficial development that occurs in various ways through the revenues generated by our

business activities. We also recognize that bribery, corruption, conflicts of interest, fraud and the pursuit of unreasonable political influence can fundamentally undermine these rights and the value of Parkland's contributions to society. Accordingly, our Code of Conduct and Conflict of Interest Guidelines expressly prohibits certain activities and provides ethical guidance that helps to protect these collective rights. For more information, please refer to our Code of Conduct at:

<https://www.parkland.ca/application/files/5316/1540/7676/Governance-Code-of-Conduct-Conflict-of-Interest-2021.pdf>

VII. Public Reporting

We report to the public on our human rights-related commitments and efforts, as part of our annual Sustainability Report. Such public reporting is a demonstration of transparency on these issues and enables us to monitor our performance against targets to support continuous improvement.

VIII. Whistleblower Policy

Parkland has established a Whistleblower Hotline that can be used to report issues of concern. It is available to employees, suppliers, and others who wish to report breaches of Parkland policies, including this Human Rights Policy or have other comments or concerns about our activities.

The Hotline can be reached using the contact information below. Callers to the Hotline may remain anonymous if they choose. However, callers choosing to remain anonymous cannot receive a follow-up report.

a) Through the telephone hotline: 855-484-CARE (2273)

b) Mailing address alternative for written documents:

Grant Thornton LLP
19th Floor, Royal Bank Plaza South Tower
200 Bay Street Box 55
Toronto, ON M5J 2P9

c) Secure 24/7 website: www.GrantThorntonCARE.ca

d) Email usecare@ca.gt.com

The full Whistleblower Policy is available on Parkland's website at:
https://www.parkland.ca/download_file/view/436/183