



May 8, 2019

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

I am pleased to confirm that Array Canada Inc ("Array") supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. Within this letter of commitment, we will express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Array Canada Inc. will make a clear statement of this commitment to our stakeholders and the general public.

**Human Rights:**

Array is committed to supporting and respecting the protection of Human Rights throughout all aspects of our business. We are committed to complying with all applicable laws and respecting internationally recognized human rights in all locations where Array's business is conducted. All employees of the company, as well as all external intermediaries, and suppliers are expected to comply with applicable laws and regulations, as well as the standards outlined within our Code of Conduct and Business Ethics (the "Code"), including upholding our commitment to respecting and protecting internationally recognized human rights, and ensuring that we are not complicit in human rights abuses.

**Labour:**

All employees at Array have the right to freedom of association, including the right to collective bargaining. Array has a "zero tolerance" policy for human trafficking, child, illegal, abusive, and all forms of forced and compulsory labour. We follow all applicable employment laws and pay competitive wages and benefits to our employees.

Array does not discriminate on the bases of gender, local custom, race, creed, color, nationality, ethnic origin, social group, age, marital status, disability, religion, political affiliation, connection with a national minority, sexual orientation, political opinion or socioeconomic status. Array is committed to developing and maintaining legally compliant human resource policies and practices in all aspects of employment including recruiting, hiring, evaluation, training, discipline, work and service assignments, career development, compensation, promotion, and termination.

**Environment:**

Array's Safety and Suitability Policy states our commitment to reducing our operations' environmental impact, managing our environmental aspects and conserving natural resources at all our locations. The impact of our processes is evaluated through our environmental impact and aspect listings program. Where feasible aspects deemed to have a significant impact are controlled through the adoption of new processes and technologies. If Array is unable to fully assess the environmental impact associated with an aspect the precautionary principle will be applied for activities that are believed to potentially serious and irreversible environmental damage. The lack of scientific knowledge is not be allowed as a means for postponing corrective measures. Array is focused on reducing the environmental impact of our products through the implementation of our ERA

(Empowering Responsibility at Array) Principles. The ERA Principles are incorporated into every project that we work on to ensure that the designed is approached with sustainability in mind. These principles cover the entire life cycle of our products by focusing on production, transportation, use and end of life disposal. In addition, all materials are sourced from responsible and conflict free sources.

## **Anti-Corruption:**

Array is committed to negating corruption in all forms, including bribery, impropriety, working with government officials, elimination of facilitation payments, and in the selection of political and charitable contributions throughout its operations.

## **Measurement of Compliance:**

In accordance with our Code, periodic compliance reviews are conducted, at least annually, with the assistance of business compliance leaders and/or corporate auditors (internal and external resources). In addition to the audits, Array has a confidential Integrity Helpline available to report any actual or potential violations of laws, regulations, policies or the Code.

Compliance to Array's established business practices, including violations of laws, regulations, internal policies, or the Code, is assessed and non-conformances are tracked and addressed appropriately. Results of these compliance reviews, including any required remedial actions, or actions for continuous improvement will be included in the organization's annual Sustainability Report.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy.

This COP includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Array committed to long-term sustainable development. When making business decisions, we are committed to ensuring that consideration is given to economic, social and environmental concerns.

Sincerely,



---

Jeffrey K Casselman  
President & CEO