

LANTIC INC. / ROGERS SUGAR INC.

Whistleblower Policy

Whistleblowing

As per our Governance rules and as per the Charter of the Audit Committee, any employee, supplier and customer of Lantic Inc. (“Lantic”) has the ability to report and disclose, on a confidential basis, any concerns or complaints about:

- An unlawful/illegal act whether civil or criminal;
- Breach of any existing Code of Business Conduct and Ethics;
- Breach of or failure to implement or comply with any approved policy of the Company;
- Knowingly breaching federal or provincial laws or regulations;
- Questionable business, accounting or auditing practices;
- Any severe weaknesses in internal controls; or
- Dangerous practice likely to cause physical harm or damage to any person/property, which puts the assets of the Corporation and its financial stability at risk.

If, after having discussed or raised the matter with your business contact or your Supervisor, Vice-President of Finance or Chief Executive Officer, you feel no appropriate corrective action has been put in place to remedy the weakness or questionable item, you can use the toll-free number below to express your concerns to the following Audit Committee members:

Toll-Free Phone Number	Audit Committee Member	E-mail
1-844-563-4427	Daniel Lafrance	whistle@lantic.ca
1-844-563-4427	Michael A. Heskin	whistle@lantic.ca