

Modern Slavery Statement for the Financial Year 2024

1.0 Introduction

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by MONARCH PLASTICS LIMITED (the “Company”, “Monarch” or “we” or “us”) to identify and address the risks forced labour and child labour in our business operations and supply chains during the financial year commencing October 1st, 2023 and ending September 30th, 2024 (“Fiscal 2024”).

2.0 Steps to Prevent and Reduce the Risk of Forced Labour and Child Labour

Generally, we took the following steps to prevent and reduce the risk of forced labour or child labour in our operations and supply chain:

- Developed and deployed a formal statement on modern slavery in our operations and supply chain;
- Developed and implemented anti-forced labour and child labour contracting clauses for employees with responsibility for procurement; and
- Contacted suppliers to ascertain the risks of forced labour and child labour in their supply chain.

3.0 Structure, Activities and Supply Chains

Monarch Plastics Limited, a subsidiary of Wentworth Technologies is a renowned company that specializes in producing custom plastic bottles for a variety of companies, including growing brands, distributors, and contract fillers. Headquartered in Oakville, Ontario Canada, Monarch has approximately 130 employees as of March 31, 2024.

Our mission is to partner with our customers and technology partners to develop smart, safe, sustainable solutions.

Our commitment to corporate responsibility extends throughout our operations and supply chain.

3.1 Supply Chains Overview

Our supply chain is global and diverse, comprising suppliers from various industries and regions. We engage with suppliers who share our values and commitment to ethical practices. While we strive to maintain transparency and accountability, we recognize the complexities of modern supply chains and the risks associated with forced labour and human trafficking.

3.2 Policies & Procedures

The Company has begun to develop and implement robust policies and procedures to prevent and address modern slavery and human trafficking within our operations and supply chain. These include:

Supplier Code of Conduct: The Supplier Code of Conduct outlines our expectations regarding human rights, labour practices, and ethical conduct. Suppliers are required to adhere to these standards as a condition of doing business with us.

Due Diligence: Risk assessments are conducted to identify and evaluate potential risks of modern slavery within our supply chain. This includes assessing the geographic locations, industries, and nature of work involved in our supply chain.

Supplier Audits: Audits are conducted of our suppliers to assess compliance with our Supplier Code of Conduct and identify any areas for improvement. These audits may be conducted by internal teams or third-party auditors.

Training and Awareness: Training is provided to our employees to raise awareness of modern slavery risks and build capacity to identify and address these issues effectively.

Grievance Mechanisms: We have established grievance mechanisms to enable employees and suppliers to report any concerns or violations related to modern slavery or human trafficking. Reports are investigated promptly, and appropriate actions are taken to address any identified issues.

4.0 Future Initiatives

The Company remains committed to advancing its efforts to combat modern slavery and human trafficking. Future initiatives may include:

- Conducting risk assessments of high-risk suppliers and geographies.
- Enhancing supplier due diligence processes to identify and mitigate modern slavery risks.
- Increasing training and awareness programs for employees.
- Enhancing monitoring and auditing processes to ensure compliance with ethical standards.
- Enhance internal assessment to identify areas of our operations that have a risk of forced labour and child labour;
- Engage suppliers to ascertain the risks of forced labour and child labour in their supply chain;
- Map activities and our supply chain;
- Develop and implement anti-forced labour and child labour contracting compliance checklist for employees with responsibility for procurement.
- Policies & procedures are fully developed and implemented.

5.0 Conclusion

Monarch is dedicated to upholding the highest standards of ethical conduct and corporate responsibility. We recognize that eradicating modern slavery and human trafficking requires ongoing vigilance, collaboration, and commitment from all stakeholders. We remain committed to playing our part in addressing these critical issues and creating a more sustainable and equitable future for all.

6.0 Attestation

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending September 30th, 2024. This report has been approved by Wentworth Technologies board of directors and CEO.

Signed,



2024/05/29

Rick Babington | President & CEO
Wentworth Technologies

Date: