

## FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT (BILL S-211) (THE “ACT”) REPORT FOR THE YEAR ENDED DECEMBER 31, 2023.

### **INTRODUCTION**

The Act requires certain entities to disclose specific actions it will take to prevent and reduce the risk that forced labour or child labour are used in its supply chain. The purpose of the Act is to comply with Canada’s international commitment to contribute to the fight against forced labour and child labour by introducing legislation and new reporting obligations. This report is provided by Siltech Corporation under the federal laws of Canada for the financial year ending December 31, 2023. This Report was approved by the board of directors on May 8, 2024. Siltech is opposed to all forms of forced labour and child labour and is required to follow certain principles and policies to protect against forced labour and child labour in Siltech’s supply chains.

### **SILTECH’ BUSINESS STRUCTURE**

Siltech has two modern plants, one located in Toronto, Canada and the other in Mississauga, Canada. Both plants are equipped with efficient, large-scale, high-temperature and pressure reactors, thin film evaporators, filters and other equipment required in chemical processes such as **equilibration, hydrosilation, quaternization, amidation, phosphation, esterification**, and other similar chemistries.

In addition to allocating considerable development resources to the refinement and optimization of production techniques, which have resulted in specialized processing technology, Siltech pays special attention to the changing technological requirements of the industries we serve.

Our R&D and technical service laboratories are modernly equipped and staffed by chemists with many years of experience in diverse segments of the chemical processing industry. In addition, we have developmental pilot plant facilities available to produce special products for experimental needs.

### **SUPPLY CHAINS**

Siltech manages approximately 400 active suppliers providing goods and services to our operations. Our direct and indirect suppliers provide raw chemical materials, general facilities maintenance and technical support services, transportation services, operations maintenance and support services including safety supplies, security and cleaning, corporate services such as information technology, audit, tax, accounting, recruitment, training, environmental testing, temporary labour, trades services including electrical, civil and mechanical, and goods and equipment. All of these suppliers are assessed as to whether they could potentially use forced labour or child labour. All of these suppliers were assessed at acceptable risk.

### **POLICIES AND DUE DILIGENCE PROCESSES TO PREVENT AND REDUCE THE RISK OF FORCED LABOUR AND CHILD LABOUR IN SILTECH’ SUPPLY CHAINS**

Siltech’s governance, policies and procedures are the framework and foundation that support sound decision making. Our policies ensure that we conduct business in a safe, respectful and

ethical manner. Such policies enable us to effectively reduce the risk of forced and child labour issues occurring across our business and supply chains.

Siltech's board of directors, employees, suppliers, subcontractors and third-party service providers are bound by our policies including our Policy on Forced Labour and Child Labour in Siltech's Supply Chain (Bill S-211) (SOP A143). Siltech ensures that all Suppliers, current and future have completed and returned our Supplier Social Compliance Questionnaire (SOP C143a) confirming they are committed to the respect of Human Rights and Fundamental freedoms as defined in the United Nations Universal Declaration of Human Rights.

**Policy on Forced Labour and Child Labour in Siltech' Supply Chain (Bill S-211)** – Siltech complies with the labour laws of the countries in which we operate. Siltech does not use child, forced, bonded or involuntary prison labour, and does not withhold our employee's personal documents. Siltech certifies that, to the best of our knowledge, our product supply chains do not include any material that has been mined, produced, manufactured, packaged or transported, in whole or part, using any form of forced or child labour.

Effective January 1, 2024, the Fighting Against Forced Labour and Child Labour in Supply Chains Act Bill S-211 was enacted in Canada. Bill S-211 obliges Siltech to report on the measures taken to prevent and reduce the risk that forced labour or child labour is used in our supply chains.

This procedure documents the process by which Siltech manages its high-risk materials, services and reporting obligations to align with Canada's global commitment to combat forced and child labour per Bill S-211.

**All employees must have a signed employment agreement as of their date of hire, and age verification via ID check and third-party background check is completed at the time of employment.**

## **APPROACH TO ASSESSING AND MANAGING RISK OF FORCED AND CHILD LABOUR**

Siltech is committed to continuously assessing human rights-related risks in our supply chain, including forced labour and child labour. Siltech has not identified any forced labour or child labour incidents in our supply chain prior to the publishing of this report. We will continue to improve our understanding of our suppliers, particularly in regions and industries that are considered higher risk for forced labour and child labour.

## **MEASURES TO REMEDIATE FORCED LABOUR OR CHILD LABOUR AND LOSS OF INCOME**

Siltech has not identified any specific instances of forced labour or child labour and Siltech has assessed that vulnerable families have not experienced any loss of income as a result of steps taken to address forced labour or child labour. As such, no remediation activities have been undertaken.

## **TRAINING FOR SILTECH EMPLOYEES**

Siltech's Board of Directors, employees and other representatives are required to certify that they have read, understand and will comply with its key policies, including the Policy on Forced Labour and Child Labour in Siltech's Supply Chain (Bill S-211) (SOP A143), initially when joining Siltech, and whenever policies are added or revised. This certification reinforces with everyone working at Siltech. Our commitment to supporting human rights, protecting those we work with from any forced or child labour, and addressing any violations if they occur. Siltech has implemented a training program for employees which covers forced and child labour (SOP A143a).

## **ASSESSING EFFECTIVENESS**

The above Policy on Forced Labour and Child Labour in Siltech's Supply Chain (Bill S-211) is reviewed annually. Additionally, Siltech regularly reviews these processes prior to engaging or re-engaging suppliers.

Siltech's commitment to ensuring that forced labour and child labour are not being used in our business and supply chains includes continual monitoring of our supply chains to make sure applicable laws and regulations are adhered to.

This Report has been approved by the Board of Directors on May 8, 2024.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for Siltech Corporation. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Dag Enhorning  
President  
Siltech Corporation