



It is with great pride and a deep sense of responsibility that we present this report detailing our commitment and efforts to prevent forced labour within our supply chain. Established in 1965 in Blenheim-Ontario-Canada, Dorssers, Inc. has grown from a small town, single market welding shop to a global producer, with proven performance worldwide. We operate the largest Pellet Mill Die manufacturing facility in North America. At Dorssers, Inc. we recognize the gravity of the global challenge posed by forced labour and its impact on human rights. Our commitment to ethical business practices extends beyond mere compliance—it is a cornerstone of our identity.

In this report, we will share the comprehensive measures we have implemented to identify, assess, and mitigate the risk of forced labour in our supply chain. By embracing transparency, accountability, and collaboration, we aim to set a standard for responsible business conduct that goes beyond mere compliance with regulations. Our journey towards eradicating forced labour is not just a corporate obligation but a moral imperative that we embrace wholeheartedly.

As you delve into the pages of this report, we invite you to join us on this journey of continuous improvement and ethical leadership. Together, we can create a supply chain ecosystem that stands as a beacon of fairness, dignity, and respect for all. Thank you for your interest in our commitment to preventing forced labour, and we look forward to your engagement and support in this critical endeavor.

This report is being submitted as a single report.

1. The following outlines the steps that Dorssers, Inc. (“Dorssers”) has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

We regularly visit and audit our main vendors that are in regions that may have higher risks of forced labour or child labour, however, we also visit and audit our vendors located in regions considered low risk of forced labour or child labour as well. These internal audits flag any concerns around child, forced, or prison labour. To date we have not identified any suppliers or vendors that are at risk for these issues at any step of the production of goods in our supply chain.

2. The following is the structure, activities and supply chains of the reporting entity.

Dorssers is a Canadian corporation, with a corporate parent company, CPM, organized under the laws of the United States of America. Dorssers employs approximately 48 employees, with approximately 2 of those employees working in Dorssers’ supply chain / purchasing department. As shown in the chart below, Dorssers’ supply chain associates



report up to CPM's corporate supply chain associates, who report directly to CPM's Chief Procurement Officer. Dorssers' US parent company is under similar legal obligations to prevent forced labour.



3. Our policies and due diligence processes in relation to forced labour and child labour are:

Dorssers visits and audits all suppliers and vendors that we identify as being located in a jurisdiction that is high risk in relation to forced labour and child labour, on no less than an annual basis. Dorssers also visits and audits its other suppliers and vendors on an as needed basis.

Dorssers is subject to CPM's global compliance policies and legal obligations. CPM regularly screens all of its vendors and suppliers against current global sanctions lists. Further, Dorssers avoids, whenever possible, doing business in regions where CPM does not have its own operations that would be subject to risk of forced labour and child labour.



4. We have reviewed the parts of our business and supply chains that carry a risk of forced labour or child labour being used and we have not identified any risks of forced labour or child labour being used in our supply chains to date. However, we continue to regularly visit and audit our suppliers' and vendors' facilities to assess and manage these risks.

5. Measures taken to remediate any forced labour or child labour are:

To date we have not identified any supplier or vendor utilizing forced labour or child labour. If Dorssers did identify the use of, or increased risk of, forced labour or child labour, Dorssers would require immediate mitigation of that risk or exit that supplier or vendor if they are unable to provide satisfactory evidence that forced labour or child labour is not being used.

6. Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains are:

Not applicable to Dorssers as no risks have been identified to date.

7. The following training has been provided to employees on forced labour and child labour.

Dorssers and the CPM supply chain / purchasing teams that regularly visit suppliers and vendors have regular discussions on identifying all key risks at a supplier's or vendor's facility, including the use of forced labour and child labour. Further, Dorssers and its vendors and suppliers are subject to CPM's vendor and supplier code of conduct that outlines Dorssers' expectations for all of its suppliers and vendors, including fair treatment of all employees by the vendor or supplier, and their sub-vendors and sub-suppliers. CPM's vendor and supplier code of conduct is available online at: <https://onecpm.com/cpm-supplier-code-of-conduct/>.

8. Dorssers and CPM requires its suppliers to adhere to its Supplier Code of Conduct. All suppliers are expected to familiarize themselves with and abide by the Code as a condition of doing business with Dorssers and CPM.

As part of the Code, Dorssers and CPM require its suppliers to ensure that each of their supply chains are also in compliance with the Code.

The following is a summary of the principles included in The Code:



Uphold the Law: Suppliers must understand and at all times remain in compliance with the laws, rules and regulations applicable to them.

Competition: Suppliers must make independent pricing and marketing decisions and shall not improperly cooperate or coordinate activities with their competitors or employees of Dorssers and CPM.

Conflicts of Interest; Gifts, Gratuities and Business Courtesies: Supplier must avoid any relationship or activity that might impair, or even appear to impair, its ability to make objective and fair decisions when dealing with Dorssers and CPM.

Trade Controls: Suppliers shall not have any direct or indirect dealings with any person or territory subject to sanctions that would prevent Dorssers and CPM (including any of its affiliates) from dealing with such person or territory.

Proprietary Information: Supplier must at all times take all precautions necessary to protect and maintain the proprietary and confidential information of Dorssers and CPM.

Corporate Recordkeeping: Supplier shall create and maintain accurate financial and business records in accordance with all applicable legal and regulatory requirements, consistent with all applicable accounting standards.

Treat Employees with Respect: Supplier shall provide safe working environments for all of its employees. Supplier shall at all times maintain and adhere to an environmental health and safety plan reasonably satisfactory to Dorssers and CPM.

Reporting Violations of the Code: If supplier becomes aware of an actual or suspected violation of the Code by supplier (including any person or entity providing services or goods to or on behalf of supplier), supplier shall immediately notify Dorssers and CPM by submitting a detailed description of the actual or suspected violation to compliance@cpm.net.

9. Based on our review, we have taken the following step to assess our corporation's effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.



To date we have not identified any supplier or vendor utilizing forced labour or child labour. If Dorssers did identify the use of, or increased risk of, forced labour or child labour, Dorssers would require immediate mitigation of that risk or exit that supplier or vendor if they are unable to provide satisfactory evidence that forced labour or child labour is not being used.

At Dorssers, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through rigorous monitoring, supplier engagement, and continuous improvement initiatives, we have implemented robust measures to prevent the scourge of forced labour from infiltrating our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes, ongoing audits, and partnerships with credible third-party organizations to ensure compliance with internationally recognized labour standards. Furthermore, we recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labour.

While we are proud of the strides we have made, we acknowledge that eradicating forced labour requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.

Attestation

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 the entity or entities listed above. Based on my knowledge, and having exercised reasonable 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.

Full name: Sean M. Callison

Title: Director

Date: May 30, 2024

Signature,

A handwritten signature in black ink, appearing to read "Sean M. Callison", written over a horizontal line.

I have the authority to bind Dorssers, Inc.