

# 2023 Forced Labor in Supply Chain Report

East Jordan Plastics, Inc.

## **1. Who We Are**

East Jordan Plastics, Inc.

Financial Reporting Year: January 1, 2023 to December 31, 2023.

East Jordan Plastics satisfies the definition of an entity under the Act by doing business in Canada, having over \$20m in assets and sales over \$40m in 2023.

East Jordan Plastics is a manufacturer that sells plastic horticultural containers to growers (flowers, vegetables, etc.) throughout the United States and Canada.

The major components in our manufacturing process are recycled and virgin plastic flakes and pellets and colorant pellets from recycling and manufacturing operations in North America.

## **2. Entity's Structure, Activities, and Supply Chains**

### **a. Structure.**

East Jordan Plastics is an S-Corporation (US EIN 38-1859760). The business number is 89914 0800 RT0001.

The Company is controlled by a Board of Directors.

East Jordan Plastics has 379 employees in the United States of American and 1 employee in Canada.

### **b. Activities**

East Jordan Plastics is a manufacturer that sells plastic horticultural containers to growers (flowers, vegetables, etc.) throughout the United States and Canada. Approximately 4.4 million pounds of plastic horticultural containers were shipped into Canada in calendar year 2023.

East Jordan Plastics has locations in the following cities/states/countries:

- East Jordan, Michigan, United States of America
- Beaverton, Michigan, United Stated of America
- South Haven, Michigan, United States of America
- Lyons, Georgia, United States of America

East Jordan Plastics has served the horticultural industry for more than 70 years. Beginning in 1947 with wooden flats to today's comprehensive line of plastic thermoformed plant containers, East Jordan Plastics remains committed to the only industry it has ever served.

This privately held business has been family owned and operated for more than three generations. Throughout the years, the family has grown EJP through hard work, superior customer service, quality products with competitive pricing, and a loyal customer base.

### **c. Supply Chains**

East Jordan Plastics purchases recycled and virgin plastic flakes and pellets and colorant pellets from recycling and manufacturing operations in North America.

The following is a list of East Jordan Plastics' top suppliers (the list is not exhaustive):

- M. Holland Company – Chicago, Illinois, USA
- Blue Clover, LLC – Chicago, Illinois, USA
- Butler MacDonald – Indianapolis, Indiana, USA
- Quantum Polymers – Chicago, Illinois, USA
- Tosaf – Bessemer City, North Carolina, USA
- Choice Plastics, Inc. – Mound, Minnesota, USA
- Trademark Plastics Corp – Pittsburgh, Pennsylvania, USA
- Recast Waste Corp – Montreal, Quebec, CAN
- Resource Plastics, Inc. – Atlanta, Georgia, USA
- Chesapeake Materials – Mayo, Maryland, USA
- Southern Polymer, Inc. – Atlanta, Georgia, USA
- ATC Plastics LLC – Dallas, Texas, USA
- RPS Plastic Recyclers – Columbus, Ohio, USA
- Osterman Trading – Carol Stream, Illinois, USA
- Custom Polymers, Inc. – Charlotte, North Carolina, USA
- Soucy Techno – Sherbrooke, Quebec, CAN
- Canada Colors & Chemicals – Toronto, Ontario, CAN

The following is a list of East Jordan Plastics' top service providers (the list is not exhaustive):

- Dublin Construction Co., Inc. – Dublin, Georgia, USA
- Blue Cross & Blue Shield of Michigan – Detroit, Michigan, USA
- Triumph Business Capital – Dallas, Texas, USA
- Consumers Energy – Cincinnati, Ohio, USA
- Grand Traverse Container, Inc. – Traverse City, Michigan, USA
- KAMPS – Detroit, Michigan, USA
- Total Quality Logistics – Cincinnati, Ohio, USA
- C.H. Robinson Worldwide, Inc. – Minneapolis, Minnesota, USA

There are no known or reported instances of forced labor or child labor in our workforce. All employees are over the age of 18 years old and meet the requirements of all local employment laws.

Our Company manufactures and sells plastic horticultural containers to growers (flowers, vegetables, etc.) throughout the United States and Canada. Plastics have not been identified as

having an inherent risk of forced or child labor according to the 2022 List of Goods Produced by Child Labor or Forced Labor, which is put out by the United States Department of Labor.

Based on the research performed in order to produce this report, none of the goods and services directly purchased by East Jordan Plastics have been identified as having inherent risks of forced or child labor.

As a result of not having any known instances of forced or child labor within East Jordan Plastics' operations, no steps or actions are required to remediate or address such forced or child labor related risks.

### **3. Entity's Policies and Due Diligence Processes in relation to forced labor and child labor.**

East Jordan Plastics does not currently have any policies directly addressing forced labor or child labor. The Company does not hire employees under the age of 18. The Company has four (4) facilities in Michigan and one (1) facility in Georgia. East Jordan Plastics is an at-will employer, meaning either employer or employee may terminate the employment relationship at any time for any lawful reason.

All new employees are required to read and acknowledge all policies, including those related to workplace violence, harassment, and safety. East Jordan Plastics believes that every employee has the right to work in an environment free of unlawful discrimination and unwelcome verbal or physical conduct which harasses, disrupts, or interferes with the employee's work performance or creates an intimidating, offensive, or hostile environment. East Jordan Plastics prohibits any form of discrimination, harassment, joking remarks, stories, nicknames, or other abusive conduct directed at employees or others doing business with East Jordan Plastics because of their race (including traits historically associated with race, including but not limited to hair texture and protective hairstyles), color, religion, sex, gender, pregnancy, national origin, age, physical or mental disability, genetic information, height, weight, sexual orientation, gender identity or expression, marital status, military status, or other protected status in accordance with applicable federal, state, and local laws. These important policies are updated periodically and re-shared with all employees.

Since East Jordan Plastics has not encountered any instances of forced labor or child labor, it does not currently have policies addressing the topic specifically, nor has the Company had trainings on the topic. East Jordan Plastics will evaluate whether it should implement policies or trainings on forced or child labor.

### **4. Parts of business and supply chains that carry a risk of forced labor or child labor being used and the steps taken to assess and manage that risk.**

The Company is not aware of any risks related to forced or child labor at this time.

Our Company manufactures and sells plastic horticultural containers to growers (flowers, vegetables, etc.) throughout the United States and Canada. Plastics have not been identified as

having an inherent risk of forced or child labor according to the 2022 List of Goods Produced by Child Labor or Forced Labor, which is put out by the United States Department of Labor.

**5. Any measures taken to remediate any forced labor or child labor.**

East Jordan Plastics does not hire anyone under the age of 18 years old. The Company has not taken any remedial measures because no instances of forced or child labor have been identified within the Company or within its supply chain.

**6. Any 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 labor or child labor in its activities and supply chains.**

Not applicable.

**7. The training provided to employees on forced labor and child labor.**

Since East Jordan Plastics has not encountered any instances of forced labor or child labor, it does not currently have policies addressing the topic specifically, nor has the Company had trainings on the topic. East Jordan Plastics will evaluate whether it should implement policies or trainings on forced or child labor.

The Company does not hire individuals under the age of 18 and employees are made aware of this policy at onboarding. All employees are also made aware of the policies on Workplace Violence and Harassment.

**8. How the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains.**

To date, East Jordan Plastics has not encountered any instances of forced labor or child labor. The Company regularly audits its policies and procedures described above. In 2024, East Jordan Plastics plans to take further actions to address any potential risks and ensure our suppliers are adhering to best practices.

## 9. Approval and 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.

Date: May 31, 2024

Sincerely,



Peter Byron  
Chief Financial Officer, East Jordan Plastics  
(231) 536-2243  
[peter.byron@ejplastics.com](mailto:peter.byron@ejplastics.com)

I have the authority to bind East Jordan Plastics.