

## **2023 Fighting Against Forced Labour and Child Labour in Supply Chains Act Report**

### **1. Introduction**

This joint report is submitted by Henry Company Canada, Inc. and Carlisle Canada, ULC (together, the “Reporting Entities”, “we” or “our”) in accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for the most recently completed fiscal year, which ended on December 31, 2023 (the “Reporting Period”). The Reporting Entities are wholly owned indirect subsidiaries of Carlisle Companies Incorporated, a publicly listed company (NYSE:CSL).

### **2. Structure, Activities and Supply Chains**

Henry Company Canada, Inc. is incorporated under the *Canada Business Corporations Act*. It operates in the provinces of Nova Scotia, Ontario, Manitoba, Alberta, Quebec and British Columbia. Its team includes over 198 employees. Carlisle Canada, ULC is incorporated under the *Nova Scotia Corporations Registration Act*. It operates in the provinces of Nova Scotia, Ontario, and Quebec. Its team includes over 25 employees.

The Reporting Entities manufacture, import, distribute, and sell products used for roofing, insulation, and other building/construction applications. In our supply chain, we source raw materials for our products and finished goods used for packing, among others, primarily from suppliers located in Canada. We also source services and labour from suppliers are also predominately located in Canada.

### **3. Policies and Due Diligence Processes**

Ethical business practices provide a critical foundation for our success and protect our reputation in the industry and community. Integrity in the manner in which we manage and operate is a key element in our corporate culture. We place a high value on honesty, fair dealing, and ethical business practice.

We are committed to respecting all human rights, as articulated in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

We have a Code of Business Conduct and Ethics (the “Code”, found here: <https://www.carlisle.com/who-we-are/corporate-governance/business-code-of-ethics/Business-Code-of-Ethics---English/default.aspx>) that applies to our employees, officers, directors, and consultants. We also expect our suppliers to abide by the tenets of the Code, as if they were our employees.

The Code requires, among other things, that we comply with applicable laws, rules and regulations and our policies and procedures. The Code also ensures a workplace where each employee is treated with respect, fairness, ethics and dignity. The Code is communicated to all new employees, and we require them to confirm that they have read it. We periodically require all employees to review the Code and other key policies, as they are updated from time to time.

Compliance with the Code is mandatory. Code violations may have serious consequences ranging from disciplinary measures to dismissal, depending on the seriousness of the situation.

We expect suppliers to follow the Code and have a formal Supplier Relationship Management Process (“SRMP”) pursuant to which we manage those relationships. We engage top suppliers regularly and have them complete a Supplier Risk Assessment questionnaire (“SRA”) eliciting information about the types of policies and procedures they have in place relative to the following: labour/human trafficking, conflict minerals, code of conduct, environmental initiatives, workforce health & safety policies, anti-corruption, and anti-bribery, among others. Suppliers are asked to certify that their SRA responses are truthful.

#### **4. Forced Labour and Child Labour Risks**

We will not, under any circumstances, engage in or support forced or child labour. We expect the same from our suppliers, subcontractors, and business partners. The Code and our SRMP specify information regarding our supplier’s policies and practices on labour/human trafficking, among others. Suppliers are asked to certify that SRA responses are truthful. Our due diligence also includes, where appropriate, visiting and inspecting our supplier’s premises to ensure compliance with the Code and the SRA. We recognize that no supply chain is entirely free from the risk of forced labour or child labour. However, to the best of our knowledge, we have not identified any material risks of forced labour and child labour in our activities or supply chains.

#### **5. Remediation Measures**

We have not identified any instances of forced labour or child labour in our operations or supply chain and therefore have not needed to take any remediation measures in the Reporting Period. Given that no remediation actions have needed to be taken, there is no anticipated loss of income to the most vulnerable families.

#### **6. Training**

Understanding and complying with the Code is a requirement for us. Our onboarding programs include training on our Code, and several supporting human resource and safety policies. Team members are required to review and acknowledge the Code. Compliance with the Code is mandatory. Code violations may have serious consequences ranging from disciplinary measures to dismissal, depending on the seriousness of the situation.

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**7. Assessing Effectiveness**

We have in place certain policies discussed in this reporting aimed at reducing the risk that forced labour or child labour will be used in our activities and our supply chains. We are evaluating measures to assess the effectiveness of these efforts.

**8. Approval and Attestation**

This joint report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the Board of Directors of Henry Company Canada, Inc. and Carlisle Canada, ULC.

**Henry Company Canada, Inc.**



Stephen Aldrich  
President and Treasurer

Date: May 30, 2024

**Carlisle Canada, ULC**



Luke A. Shaw  
Vice President and Secretary

Date: May 30, 2024