

Forced Labour in Canadian Supply Chains Report

Company Information

By way of background, Kingspan Group (www.kingspan.com) was founded in 1972 in the Republic of Ireland. Kingspan Group's principal business activities primarily include the manufacture of insulated panels, rigid insulation boards, raised access floors, steel frame and timber off-site solutions, renewable fuel and water storage solutions, and hot water systems. Kingspan's range of products has been successfully used across the globe in retail, distribution, commercial, industrial, leisure, hospital and education projects.

The performance advantages of Kingspan's specialized, proprietary systems are well-recognized by property investors, building owners, designers and contractors, and Kingspan is a publicly traded company listed on the London (ticker: KSP.L) and Irish Stock Exchanges (ticker: KSP.I).

Operating on an international level, Kingspan has manufacturing, distribution and commercial operations in Canada, Europe, the United States, Australia, New Zealand and the Far East. Kingspan employs over 15,000 people worldwide.

With respect to its Canadian operations, Kingspan currently employs over 200 individuals across Canada with facilities in Bolton, Ontario and Langley, British Columbia.

At Kingspan, we uphold the highest ethical standards in all aspects of our operations. We are proud to state that we do not engage in or support the use of child or forced labor in the production of our products. Our manufacturing processes adhere to stringent labor laws and international conventions, ensuring a fair and safe working environment for all employees involved in our supply chain.

Prevention and Risk Assessment of forced and child labour

Kingspan Insulated Panels is a member of Ecovadis and was ranked with silver rating in 2023. As part of Ecovadis assessment, internal and external assessment of our overall organization processes including the risk of forced labour and/or child labour was assessed. In addition, to conduct business with Kingspan, we recommend that our suppliers go through the same assessment as Ecovadis to ensure that they adhere to ethical labour practices.

In Kingspan, we've established some steps to prevent forced or child labour in both our facilities.

- Incorporating due diligence measures into our hiring practices, including verification of legal status to work in Canada, this includes confirming the validity of work permits, visas, or residency documents in compliance with Canadian immigration laws.
- Implement regular audits of our suppliers to ensure compliance with our ethical standards, including zero tolerance for forced labor. This includes vetting suppliers thoroughly before engaging in business relationships and conducting periodic reviews to monitor ongoing adherence.
- Foster an inclusive workplace culture that respects the rights and dignity of all employees, regardless of background or status. Offer fair wages, safe working conditions, and opportunities for advancement to mitigate vulnerabilities that may increase the risk of exploitation.
- Providing our employees with an anonymous grievance mechanism using a free and secure hotline (Kingspan.ethicspoint.com – 833-919-1413) to report their concerns with confidence.
- We incorporated "Human Rights Policy" in our policy (Available at the "Our Policies" section of the Kingspan Group website: <https://www.kingspangroup.com/en/about/policies/>) that is available to everyone.

In addition to ethical labor practices, we are deeply committed to sustainability and environmental stewardship. Our manufacturing facilities are equipped with state-of-the-art technologies aimed at

minimizing waste and conserving natural resources. We continuously invest in research and development to explore innovative ways to enhance the eco-friendliness of our products and operations.

Training and Continuous Improvement

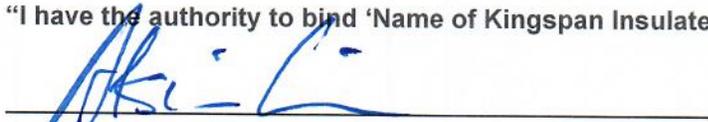
Kingspan Insulated Panels do not provide training on forced or child labor as our primary business activities and supply chains inherently carry a minimal risk of encountering forced labor or child labor.

The Board at Kingspan Insulated Panels regularly review and update our policies, procedures, and practices related to labor rights and ethical sourcing in response to evolving risks and stakeholder expectations. Seek feedback from employees, suppliers, and external stakeholders to identify areas for improvement and innovation in our approach to preventing forced labour.

Summary

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.

"I have the authority to bind 'Name of Kingspan Insulated Panels, LTD'"



Alswinn Kieboom
President
Kingspan Insulated Panels, LTD

May 29, 2024