

KOMAR INDUSTRIES, LLC MODERN SLAVERY ACT STATEMENT

Introduction

This statement is made under subsections 11(1) and 11(3) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act. It constitutes the statement for Komar Industries, LLC (“the Company”) and subsidiary companies, including the following:

- BACE, LLC
- Philadelphia Tramrail Enterprises, LLC
- PTR Baler and Compactor, LLC
- Maren Balers and Shredders, Inc.
- Winter Rental Equipment, LLC

Statement of Commitment

We are committed to ensuring that modern slavery and human trafficking are not present in any part of our business. This policy applies to all persons who act on our behalf in any capacity, including employees at all levels, and our supply chain. We will take immediate steps to deal with any organizations or individuals found to be involved in such practices. This policy reflects our commitment to act ethically and with integrity in our business relationships.

Business Structure

The Company is a leading designer and manufacturer of industrial waste and recycling processing systems, providing a comprehensive portfolio of products which include compactors (auger, stationary, and self-contained), balers (vertical and horizontal), industrial shredders, continuous feed systems, flatteners / dewatering systems, and organic separation presses. Established in 1977, the Company’s products enable its customers to improve their processing of waste streams (e.g. cardboard, wood, e-waste, organics) while reducing their carbon footprint and their transportation, energy, maintenance, and labor costs. The Company stands to benefit from compelling industry tailwinds driven by the continued growth of e-commerce (driving investments in warehouses and fulfillment centers, a primary end market for the Company’s products) and increasing waste generation volumes, coupled with growing environmental pressures to meet corporate sustainability goals. The Company primarily sells its products direct to its customer (as well as selectively through distributors) and has established key relationships with many high-growth, market leading companies (including large retailers, grocery stores, high-volume fulfillment centers, industrial businesses, municipalities, waste transfer stations, etc.).



BACE



MAREN



NEXGEN MUNICIPAL
Setting the new value™



Komar®



The Company has been at the forefront of the waste and recycling processing industry, with a highly innovative culture and strong reputation for quality and customer service within the industry. The Company is recognized as the North American market leader in auger processing technology and employs over 500 people (~400 non-union, ~100 unionized) across its manufacturing facilities in Ohio, North Carolina, Florida, Pennsylvania, Illinois and Canada.

Policies and Responsibilities

The Company is committed to taking reasonable steps to help address the risk of modern slavery or human trafficking occurring in our operations and supply chain. We have made several commitments in our policies to help us address the risk of slavery and human trafficking, including:

- Modern Slavery and Human Trafficking
- Code of Business Conduct and Ethics
- Whistleblower Policy
- Supplier Code of Conduct
- Environmental, Social & Governance Policy

Supply Chain

The Company respects and upholds human rights in our operations and value chain, ensuring that our activities do not contribute to or support any violations of modern slavery or human trafficking. The Company does not knowingly use suppliers that use human trafficking or slavery in the sourcing or manufacturing of their products, or those that do not comply with established laws in the country they do business in. We work with our suppliers to ensure they adhere to responsible business practices, including human rights, labor standards, and environmental protection.

In order to mitigate slavery and human trafficking risks, our supply chain contracts include an obligation to comply with our terms and conditions, including obligations related to modern slavery. If the Company suspects non compliance of a supplier, a quick and thorough investigation of any claims will be conducted, with appropriate recourse taken. If our suppliers are not compliant, the Company will cease business with that supplier as quickly as permitted by law.

The Company will continue to review and develop our monitoring processes and training and update them as necessary.



Approvals 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 purposed of the Act, for the reporting year listed above.

Ryan Noll
Chief Human Resources Officer
Updated September 2024

Ryan Noll , I have the authority to bind Komar Industries, LLC