



## 2023 Modern Slavery Statement

### ABOUT THIS STATEMENT

The Woodbridge Modern Slavery Statement (the “Statement”) is made by Woodbridge Foam Corporation (hereinafter, “Woodbridge” or “we” or “our”) pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

Woodbridge is committed to respecting human rights and this Statement elucidates the steps Woodbridge has taken to protect human rights and prevent slavery, including forced labour and child labour (“Modern Slavery”) in our supply chains and operations in accordance with the Act. Our approach towards addressing Modern Slavery is a global one and this Statement applies to all Woodbridge entities and joint venture facilities where Woodbridge has a controlling stake. However, not all Woodbridge entities are subject to the Act or qualify as reporting entities pursuant to the Act. For the purposes of the Act, the reporting entity submitting the Statement is Woodbridge Foam Corporation.

The steps taken to prepare the Statement involved consulting a spectrum of internal cross functional stakeholders at Woodbridge. All details set out in this Statement are for the fiscal year ending on October 31, 2023 (“Reporting Period”), unless otherwise specified.

### OUR STRUCTURE, OPERATIONS, AND SUPPLY CHAIN

Woodbridge Foam Corporation is a privately owned Ontario Corporation with corporate headquarters in Mississauga, Ontario, Canada and automotive headquarters in Troy, Michigan, U.S.A.

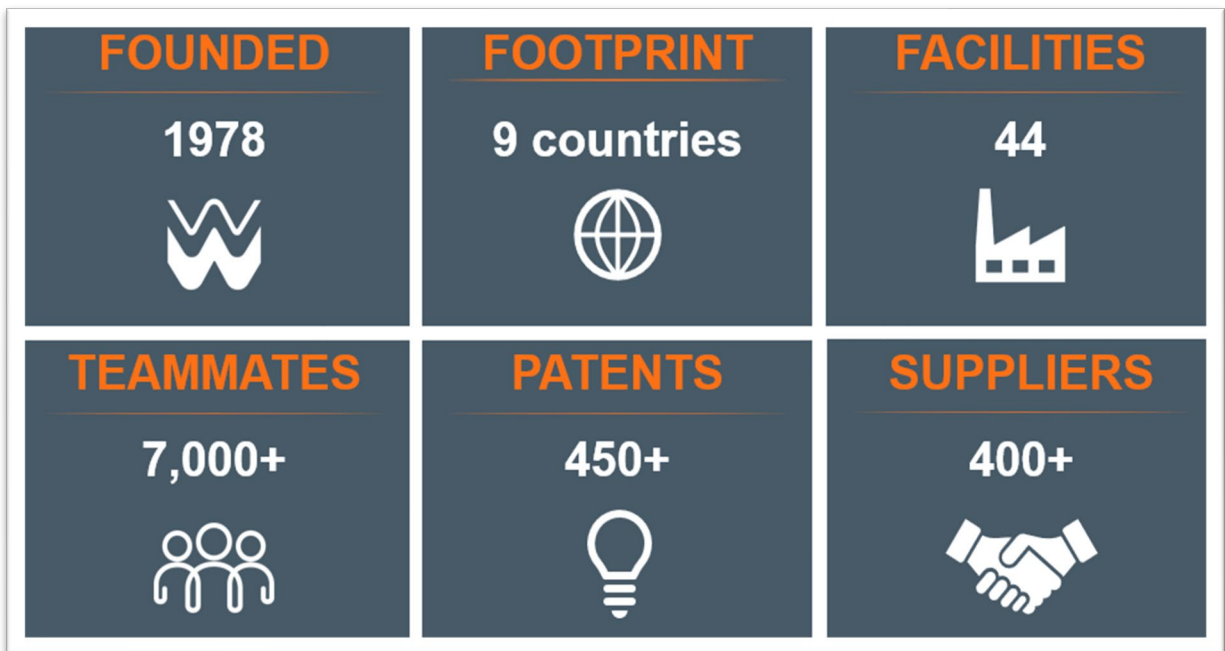
Since the company's inception in 1978, our manufacturing operations have expanded substantially worldwide covering North America, South America, Europe, and Asia Pacific. To better meet the needs of our customers, Woodbridge has developed joint venture partnerships globally that help us operate better and faster—driving greater efficiency. Today, Woodbridge globally operates more than 40 facilities across 9 countries—employing over 7,000 Teammates and serving more than 600 customers worldwide.





Woodbridge is primarily a manufacturer and supplier of polyurethane foam and related products operating globally. We offer material technologies for automotive as well as non-automotive sectors, including commercial, recreational, packaging, healthcare and building products. Our products, combined with our engineering acumen, allow us to deliver complete and innovative solutions for systems, modules, parts and materials. Furthermore, we provide a full complement of services that includes prototyping, consulting, technical support, chemical R&D and accredited laboratory testing.

Our Supply Chain includes suppliers of automotive parts and suppliers involved in the automotive industry who help us broaden our offering to deliver fully integrated seating, systems, and solutions to our customers. Woodbridge's network of suppliers is complex and spread worldwide. We have approximately over 400 suppliers across our various locations. Most of our key raw material inputs for our Canadian operations are purchased from suppliers in USA, Mexico, and Canada. In our other international operations, inputs that are not locally available in adequate supply may be imported from other countries.





## FRAMEWORKS, POLICIES, AND GOVERNANCE DOCUMENTS

### Woodridge Values

At Woodbridge, we share a strong Mission, Vision and Purpose across a global network, and instill strong values and guiding principles in all Teammates. We operate as a flexible, lean organization, always remaining focused and steadfast in our principles and values. Woodbridge's value system is built upon our Vision *to leverage our expertise in the creation of innovative and sustainable product* and is supported by our Purpose *to ensure a safe work environment and provide meaningful career opportunities and contribute positively to our communities* with the Mission *to be a preferred partner for the solutions we offer in the markets we operate in.*

The Woodbridge core values covers 'Respect', we expect all our Teammates to treat one another, and those we deal with respectfully and with dignity. This reinforces our commitment towards protecting human rights and our strive to eliminate modern slavery in our operations.





## Our commitment to human rights

Woodbridge is committed toward responsible sourcing and ensuring that there is no modern slavery within our supply chain and our operations. Our commitment to human rights is embedded in our organization's culture and conduct, which includes our Mission Statement, Purpose, Values and Guiding Principles, Code of Business Conduct and Ethics, corporate policies, and related standards, as well as the way that we do business and interact with the community. Woodbridge continues to drive continuous improvement, conducting our business centered around environmental stewardship, economic prosperity, and social responsibility. Our efforts are guided by the Woodbridge leadership team and take into consideration the respect and rights of stakeholders, shareholders, our Teammates, customers, suppliers, and the communities where we operate.

In 2023, we published our corporate sustainability report ("Sustainability Report") which provides an overview of each component of ESG (Environmental, Social, and Governance) and the way Woodbridge strategizes to mitigate ESG risks within its internal and external business operations. At Woodbridge we recognize the importance of the "Social" component of ESG and how our internal and external practices can impact the level of Woodbridge's social responsibility. Our "Social" aspect of ESG includes compliance with applicable laws including human rights laws, policies and standards that underpin this. Refer to Woodbridge's 2023 Sustainability Report which is available on our external corporate website for a detailed account of how we manage our ESG risks.

Woodbridge continuously strives to create an inclusive work environment for all Teammates, and we are committed to evolving our Equity, Diversity, and Inclusion (ED&I) strategy. We recognize and celebrate many ED&I events.

We have the following policies and procedures at Woodbridge which we review and update, these include:

## Code of Business Conduct and Ethics

Woodbridge's approach to protecting human rights is also communicated through our Code of Business Conduct and Ethics (the "Code"). All Teammates and business partners are expected to respect and comply with the Code which sets out the standards for expected and acceptable behavior and practices. Teammates are required to undertake regular compliance training courses within 90 days of their date of hire and every two years thereafter. The Code is available on our external corporate website and can be downloaded for review. Internally it is available on OneSource site, and our Woodbridge Operating Library in all applicable local languages.





Broadly, the code contains specific guidance with respect to each of the following:

- Conducting Business with Honesty, Integrity, Fairness and Respect
- Compliance with Laws
- Respect for People and Human Rights
- Health, Safety and Environment
- Teammates' Rights
- Open Door Policy
- Protection of Personal Information
- Financial Reporting
- Compliance with Antitrust and Competition Laws
- Use of Confidential Information
- Company Records
- Bribery and Corruption
- Inside Information
- Conflict of Interest
- Reporting and Compliance Procedures



## Respect for People and Human Rights

We all deserve to work in an environment where we are treated with fairness, dignity and respect. Woodbridge is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success. We are also committed to a workplace that provides our Woodbridge Teammates equal employment opportunities, without regard to their sex, race, ethnic background, religion, disability, or any other personal characteristic protected by law. We will comply with all applicable human rights legislation within those jurisdictions in which we do business.

Woodbridge is committed to maintaining global working conditions and standards that result in dignified and respectful treatment of all Woodbridge Teammates within all our global operating locations. As such, in our Code we make the following commitments to our Woodbridge Teammates:

- Child labour shall not be utilized.
- Any form of forced or compulsory labour is prohibited.
- Woodbridge Teammates, without fear of reprisal, intimidation or harassment have the right to communicate openly with management regarding working conditions.
- Woodbridge Teammates also have the right to associate freely and join labour unions and workers' councils in accordance with local laws.
- Woodbridge Teammates shall be protected against any form of harassment and discrimination in any form, including but not limited to gender, sex, age, religion, disability and political beliefs.





- Woodbridge Teammates shall have a safe and healthy workplace that meets or exceeds all applicable standards for occupational health and safety.
- Woodbridge Teammates shall be compensated with wages and benefits that are competitive and comply with local law, including minimum wages, overtime hours and legally mandated benefits.
- Woodbridge will treat all Teammates with dignity and respect.
- Working hours shall comply with all applicable local laws regulating hours of work.

## Fairness and Respect and Anti-Violence

We are deeply committed to protecting our Teammates' human rights—promoting and ensuring non-discrimination and diversity in the workplace, as evidenced by our:

**Core value of Respect:** See Woodbridge values described above.

### Workplace Fairness and Respect and Anti-Violence Policy

This policy provides our Teammates with comprehensive protections relating to discrimination, various forms of harassment and workplace violence.

### Equal Employment Opportunities Policy

It is the policy of Woodbridge to continue to provide equal employment opportunity to all applicants and employees without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, age, disability, protected veteran status or any other protected characteristic.

### Open Door Policy

We are committed to maintaining open lines of communications to all Woodbridge Teammates at any level of the organization and at any location. As a Company, we are also committed to solving problems together, to discussing complaints, and to clearing up any misunderstandings in the fastest and most effective way possible.





## Whistleblower Hotline



Woodbridge maintains a global whistleblower hotline. The Woodbridge SpeakUP! Hotline is a phone and web-based reporting system that is available globally, 24 hours a day, 365 days a year. Teammates may report their concerns anonymously if they wish. SpeakUP! hotline posters are displayed at each of our locations. The web-based reporting system may be accessed directly at [woodbridgegroup.ethicspoint.com](http://woodbridgegroup.ethicspoint.com) or through links on Woodbridge's Intranet site i.e., OneSOURCE, and our external corporate website and is available in English, Spanish, Portuguese and Mandarin. Telephone access is through local toll-free numbers in Argentina, Australia, Brazil, Canada, China, India, Japan, Mexico, Taiwan, Thailand and the U.S., each with appropriate local language options. We have assured Teammates that they may report violations of the Code, related policies and standards, or accounting or auditing concerns without fear of retaliation. All submissions, regardless of how they are received, are handled in a responsible manner and in compliance with applicable law. Woodbridge does not permit retaliation of any kind against Teammates for good faith reports of violations of the Code, related policies and standards, or accounting or auditing concerns.

## Respecting Employee Rights

Woodbridge respects the rights of our Teammates to associate freely and to choose to be represented by labor unions or workers' councils in accordance with applicable laws. We have developed policies related to local employment laws, such as the Workplace Electronic Monitoring Policy and the Right to Disconnect Policy for our Canadian operations.

## Recruitment Practices

Woodbridge has Recruitment Guidelines that guide our human resource Teammates with recruitment and pre-employment checks. All prospective Teammates must go through screenings and background checks that focus on compliance with applicable employment standards, laws, and regulations in their relevant jurisdictions.

## Training

Compliance training is conducted globally through a learning management system provided by NAVEXGlobal (who also provides our SpeakUP! hotline). All salaried Teammates in Woodbridge-managed companies and joint ventures are required to take the compliance training courses within 90 days of their date of hire and every two years thereafter.





We provide training to all our Teammates in the following modules: “Workplace Fairness and Respect and Anti-Violence,” “Sexual Harassment and Gender Identity” and “Human Rights.” This training is accompanied where possible with in-class discussion encouraging Teammates to share experiences and answer any questions.

Our purchasing Teammates are required to be trained to comply with laws against human trafficking, slavery, conflicts of interest, antibribery and the evolving ESG sourcing requirements. We have also included an evaluation of our suppliers, having them agree to comply with our policy. In fact, ongoing training requirements for ESG sourcing and strategic source requirements are part of each team member’s performance objectives.

## **Sustainable Procurement, Supply Chain Management, Compliance and Assessment**

### **Risks and our Due Diligence processes**

Woodbridge has formal supply sourcing standards and policies requiring all current and newly sourced suppliers to certify their compliance with applicable laws against human trafficking and slavery. They must adhere to our Purchase Order Terms and Conditions and Code of Business Conduct and Ethics, both of which incorporate compliance with these aforesaid standards. We audit any suppliers which we have reason to believe may be engaged in any activity that would violate applicable laws. A failure by any of our suppliers to comply with our terms can result in the termination by Woodbridge of the supply relationship.

Through a planned rollout performed by Corporate Purchasing and Corporate Supplier Quality Assurance, each supplier is evaluated through our Environmental, Social and Governance (ESG) questionnaire and must receive a passing score to be included on our approved supplier list. As part of our corporate mandate, our goal is to assess all new production suppliers and review their overall quality systems, financial health, and corporate social responsibility. Once the questionnaire is completed, our Supplier Scorecard allows for ongoing monitoring of each supplier that has contracted with Woodbridge. Among other measures, our Supplier Scorecard tracks whether suppliers have industry-recognized environmental and health and safety certifications, such as ISO 14001 and ISO 45001. Of Woodbridge’s 286 strategic sources assessed we had a 90% response rate with 100% of those sources achieving a passing grade. In 2025, we are forecasted to evaluate 300 strategic sources, with a required response rate of plus 95% and with 100% of those sources achieving a passing score.







## ESG Risk Assessment and On-Site Supplier Audits

From 2021, Woodbridge has continued to roll out a Supplier ESG Risk Analysis Plan for all new and current suppliers. This strategy evaluates areas of risk to ensure alignment with the supplier's submitted ESG Questionnaire score. The risk areas evaluated are based on component complexity, dollars spent, region and overall ESG score. An on-site audit is performed on the top-ranked suppliers as we work our way through the evaluation of the global supply chain. To date, 25 on-site and digital audits have been completed with a further rollout plan of an additional 8 on-site audits for 2024.

## Conflict Minerals

We have implemented a Conflict Minerals Compliance program and a policy intended to promote responsible sourcing of tin, tantalum, tungsten and gold (3TG) from the Democratic Republic of Congo and surrounding region, where revenues from the extraction of natural resources have historically funded armed conflict and human rights abuses. The Conflict Minerals policy ensures that all materials and products provided to us meet or exceed all applicable environmental laws and regulations of the jurisdictions in which the supplier does business. Suppliers must also meet the same requirements that our customers demand of us.

## LOOKING AHEAD

For continuous progress we envision evaluating our efforts described herein regularly for Woodbridge to strengthen its responsibility towards prevention of Modern Slavery.





## ATTESTATION, APPROVAL & SIGNATURE

The Statement was approved by the Woodbridge Foam Corporation Board of Directors on May 15, 2024.

In accordance with the requirements the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act*, in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above i.e., Woodbridge Foam Corporation. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Statement is true, accurate and complete in all material respects for the purposes of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, for the Reporting Period listed above.

"I have the authority to bind Woodbridge Foam Corporation."

A handwritten signature in blue ink, appearing to read 'Kai Jacobsen', written over a light blue circular stamp.

Kai Jacobsen  
President & Chief Executive Officer

