



A Member of the Scotia Investments Family of Companies

Maritime Paper Products

2023 REPORT UNDER THE *FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT*

1. Introduction

Maritime Paper Products LP is the leading manufacturer of Corrugated Packaging in Atlantic Canada. We are an ecofriendly corrugated packaging manufacturer with three manufacturing facilities located on the east coast of Canada, with convenient access to a major shipping port for easy export worldwide.

As a distinguished, family owned Canadian Enterprise, Maritime Paper produces high-quality corrugated packaging products, including the standard brown shipping carton, 7 color flexographic printing, retail displays, specialty folding, die cuts, wax cascaded cartons, and bulk bins. With broad capabilities, including in-house graphic and structural design, plate-making, and manufacturing for retail-ready display, we provide excellence in packaging solutions to our clients. Our facilities are located in Dartmouth, NS, Moncton, NB, Mount Pearl, NL and Summerside, PE. We are honored to be a member of Canada Best Managed Companies.

We employ approximately 280 individuals across Atlantic Canada. For more detailed information regarding our activities, initiatives, and pledges, we invite interested parties to visit our website at <https://www.maritimepaper.com> .

Maritime Paper Products Limited Partnership (MPPLP) is committed to the FSC® core labour standards as published in the FSC-STD-40-004. The FSC® standard is already specified by Canadian law under the Canada Labour Code. As citizens and employers, we are committed to these laws.

MPPLP further commits to:

1. Not employ children below the age of 16. Children between the ages of 16 and 17 are only employed part time in entry level positions, where such employment does not interfere with their schooling, health, or development.
2. Employment relationships that are voluntary and based on mutual consent, with no practices indicative of forced or compulsory labour.
3. No discrimination in our hiring and employment practices, including but not limited to job assignment, promotion, and hours of work.

4. Respect freedom of association and the right for workers to join worker organizations of their own choosing.

2. Steps to Prevent and Reduce Risks

1. Maritime Paper Products currently has low risk supply chain that is primarily in North America where legislation does prevent Child labour.
2. Our CTPAT certification gives us a valuable perspective on supply chain management, supply chain security, and includes social compliance such as child labour.
3. The FSC certification highlight is the core labour standards which Maritime Paper Products and our major raw materials suppliers comply with. (see attached).

3. Policies, Governance, and Due Diligence Processes

Compliance with National and Provincial Legislation

Maritime Paper Products is committed to full compliance with all relevant labor, health/safety, and environmental regulations, including the Nova Scotia *Labour Standards Code*, the *Trade Union Act* (Nova Scotia), and the Nova Scotia *Human Rights Act*.

Human Resources Policy/Statement

Maritime Paper Products Human Resources Policy/Statement prohibits the use of forced labour, and only permits the hiring of employees on a voluntary and mutual consent basis who are above the minimum regulated age for employment. Maritime Paper Products offer letters and employment agreements clearly state that employees have the right to leave their employment by giving notice mitigating the risk of forced or compulsory employment.

As part of our Human Resources program, we conduct reference checks to verify past work experience as well as our HRIS does an age verification of all new hires to ensure they are not under the age of 16. Maritime Paper Products has hiring practices that are thorough and that ensure we are free from discrimination.

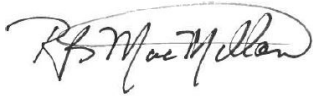
Maritime Paper Products is dedicated to preventing and addressing modern slavery in all forms underpins our operations and strategic decision-making. We remain steadfast in our commitment to ethical business practices, environmental stewardship, and the well-being of our employees and communities.

5. Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Scotia Investment Limited.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this 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 Scotia Investments Limited.



Per: _____

Full Name: Randy MacMillan

Title: President and Chief Executive Officer

Date: May 21, 2024



Per: _____

Full Name: Lydia Bugden

Title: Chair, Board of Directors

Date: May 21, 2024