

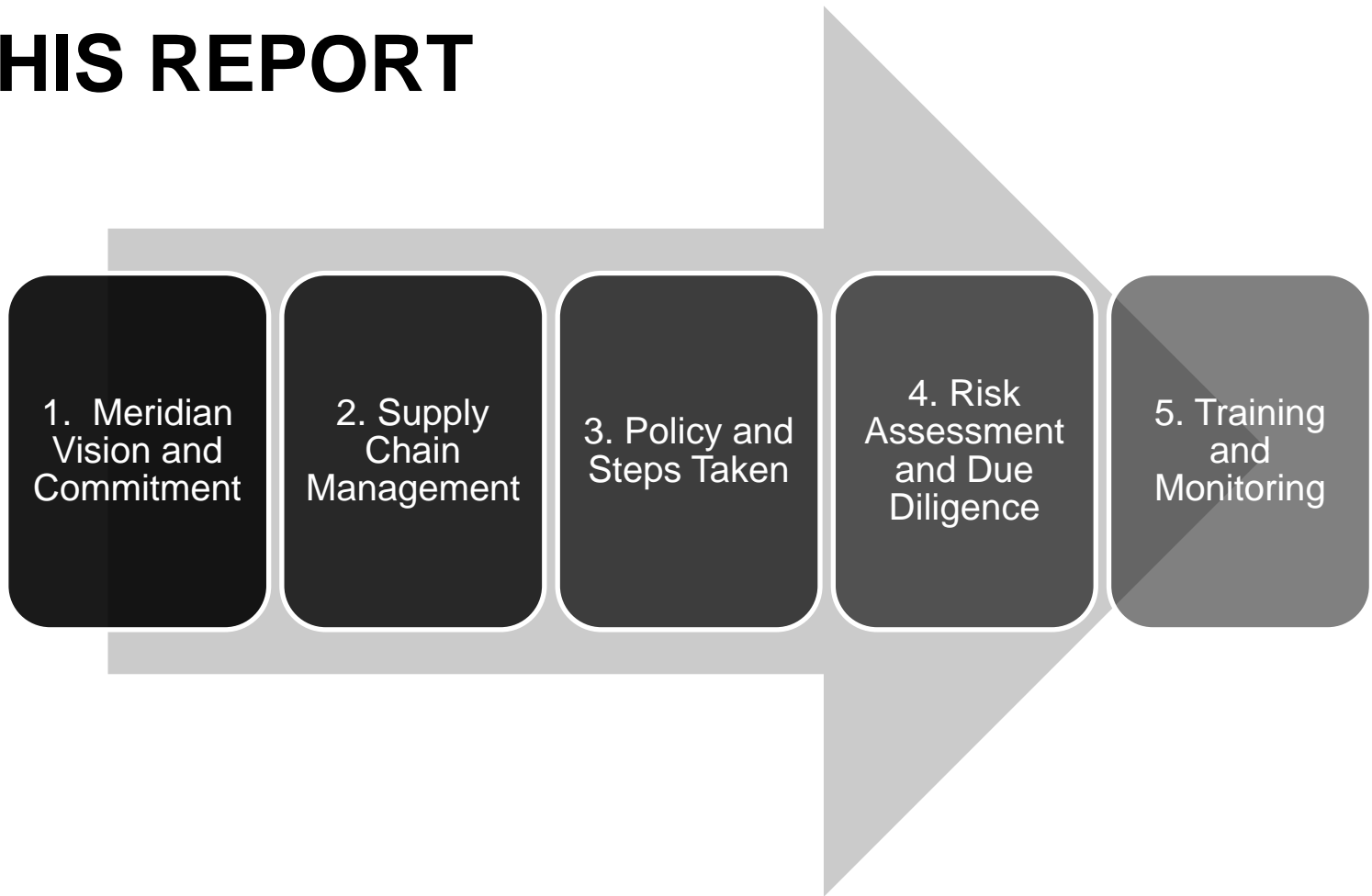
Report on our Pursuit to Eliminate Forced Labour in Canadian Supply Chains

Meridian Lightweight Technology Inc.

Fiscal 2023

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IN THIS REPORT



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The light weight heavyweight™

Meridian – Our vision and Values

Our vision is clear: to lead the transportation industry with innovative lightweight cast metal solutions. We uphold a set of core values that guide our actions and decisions in all aspects of our business.

At Meridian, excellence is the standard – both in our products and in our conduct.

Our Core Values

- Legal & Ethical Behavior
- Passion for Customer Service
- Honesty and Integrity
- Teamwork and Collaboration
- Commitment and Accountability
- Respect and Responsibility
- Innovation and Creativity

Link to our [Vision and Mission on Meridian Website](#)



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Our Commitment

Meridian is committed to preventing slavery and human trafficking in all corporate activities.

We aim to ensure that our supply chains are also free from such practices.

“Slavery and human trafficking remain a hidden blight on our global society. They are abuses of a person’s freedoms and rights. We all have a responsibility to be alert to the risks, however small, in our businesses around the world.”

Read our Corporate Statement on Slavery and Human Trafficking here: [letter from our CEO](#)

Supply Chain Management

MMOG/LA

We report on our supply chains through the Global Materials Management Operations Guidelines Logistics Assessment (MMOG/LA)

Benchmark

MMOG/LA is a comprehensive self-assessment required by the automotive industry worldwide. This assessment benchmarks our organization against industry best practices.

Active Engagement

While the responsibility for respecting human rights and environmental issues in the supply chain lies with our suppliers, we actively engage in supplier development and communicate our expectations clearly to them.

STEPS TAKEN

In fiscal year
2023

Collaboration

Collaboration with suppliers, partners, and stakeholders to address slavery and human trafficking.

Policy

Implementation of robust policies and procedures to prevent slavery and human trafficking.

Audit

Regular audits and assessments of our supply chains to identify and address any potential risks.

Training

Training programs for employees to raise awareness and understanding of the issue.

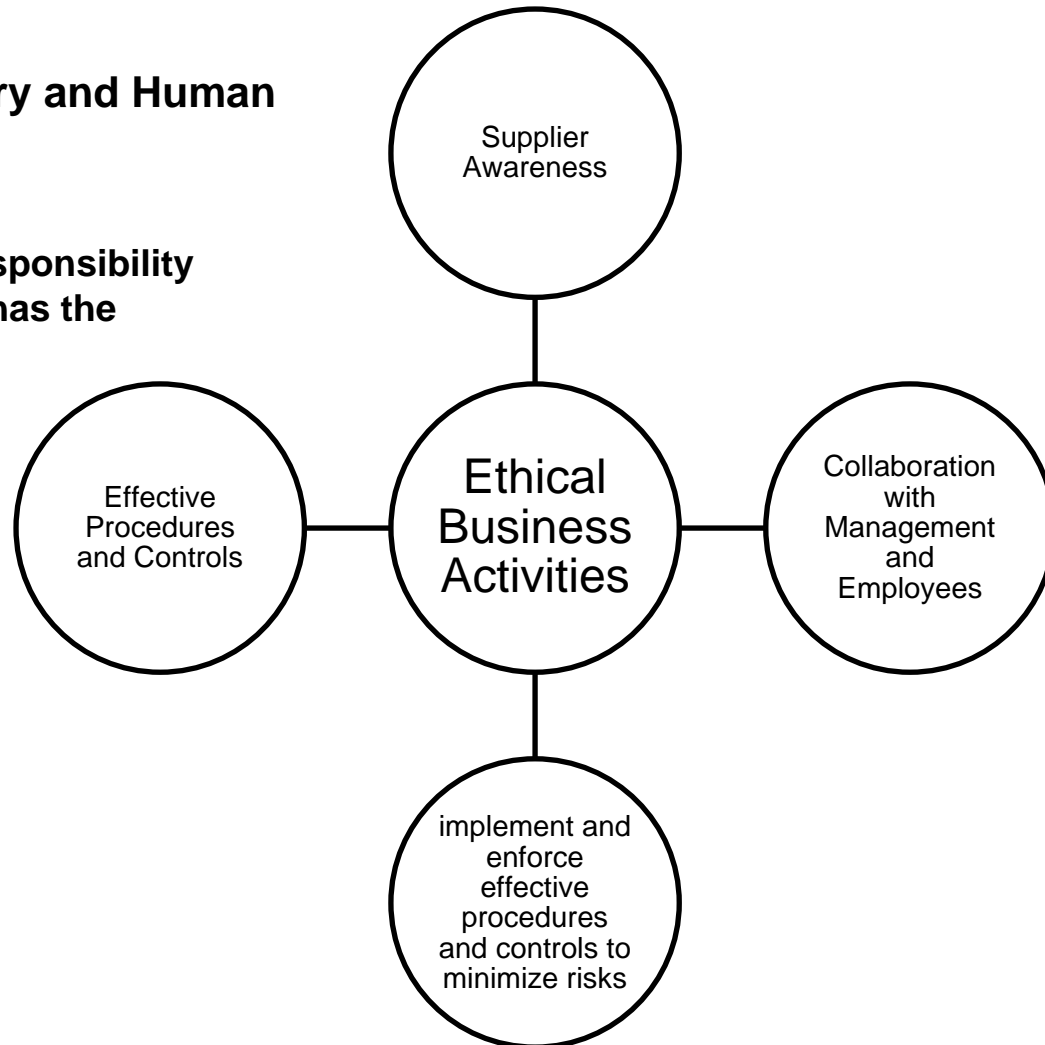
Action

Employees are expected to report any concerns, then management must take prompt action upon receiving reports.

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Policies Relating to Slavery and Human Trafficking

OUR Corporate Social Responsibility and Sustainability Policy has the following features:



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Due Diligence Process

Due Diligence Procedures

- Monitor and mitigate risks of slavery and human trafficking within our supply chains.
- Undertake due diligence processes for suppliers identified as high risk.
- Supplier compliance checks conducted annually.

Compliance Check

- Conducted by Purchasing Teams.
- Includes assessment of:
 - Business conduct
 - Environmental management
 - Labour practices (e.g., discrimination, child and forced labor, freedom of association)
 - Remuneration
 - Working hours
 - Health and safety

Risk Assessment Criteria

- Based on risk assessment procedures described earlier.
- Identifies suppliers deemed high risk.
- Triggers due diligence processes to ensure compliance and mitigate risks of slavery and human trafficking.

TRAINING

Staff Training:

- We provide training to key staff to ensure understanding of risks of modern slavery and human trafficking, to ensure effective operation of policies and procedures to mitigate risks.

Supply Chain Training

- Conducted online through the Automotive Industry Action Group (AIAG).
- Focuses on Supply Chain Corporate Responsibility.
- Aims to enhance awareness and understanding of modern slavery risks

Additional Safeguard: Whistleblowing Policy

- Includes specific provision for protecting whistleblowers.
- Addresses issues related to modern slavery.
- Ensures confidentiality and support for individuals reporting concerns.
- Encourages reporting through clear policies and support mechanisms
- Supports a culture of transparency and accountability

Additional Safeguard: Monitoring of our due diligence processes and its effectiveness

- Regular audits of at-risk supplier factories to monitor compliance with Meridian expectations and legal requirements.
- Independent and generally announced audits chosen based on risk assessment.
- If any issue is Identified, the supplier must a corrective action plan and resolving violations within an agreed time period. Failing which Meridian will intervene.

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THANK YOU

Meridian Lightweight Technology Inc.

Report Date: May 31, 2024

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May 31, 2024

Public Safety Canada

269 Laurier Avenue West

Ottawa ON K1A 0P8

SupplyChainsActInquiries-LoiChainesApprovisionnementEnquetes@ps-sp.gc.ca

VIA ONLINE SUBMISSION

Re: Report on Pursuit to Eliminate Forced Labour in Canadian Supply Chains (Meridian Lightweight Technologies Inc.: Fiscale year 2023)

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In accordance with the requirements of Bill S-211, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (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.

Please contact us if you have any questions at dboldissar@meridian-mag.com or (504) 388-6438.

Respectfully,

A handwritten signature in blue ink, appearing to read "C. Boldissar".

C. Davin Boldissar

Chief Legal Officer

I have the authority to bind the Corporation