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# Forced Labour in Canadian Supply Chains

## Annual Report

**Entity:** Mold-Masters (2007) Ltd.,  
233 Armstrong Avenue, Georgetown Ontario, Canada  
<https://www.moldmasters.com>

**Business number[s]:**  
443766-7

**Reporting Year:** 1 October 2022 to 30 September 2023  
**Report Version:** Initial submission

### Structure, Activities and Supply Chain

#### Structure

Corporate Structure: Mold-Masters is a corporation headquartered in Georgetown ON, and with facilities globally, Mold-Masters manufactures and sells plastics injection molding equipment and controls. Mold-Masters is a wholly owned subsidiary of:

Hillenbrand, Inc.  
1 Batesville Blvd, Batesville IN 47006  
<https://hillenbrand.com>

Number of Employees: approximately 430 in Canada

Mold-Masters is led by a global president and global leadership team for Commercial, Engineering and Operational activities, and by centre-led functions through Hillenbrand for Finance, Human Resources, Legal, IT and Procurement.

#### Activities

This report covers Mold-Masters (2007) Ltd, and its subsidiaries globally:

- Production facilities in Canada, Germany, UK, India and China
- Sales and Service offices in: USA, Mexico, Brazil, France, Spain, Italy, Singapore, Japan, Korea

As a producer of industrial equipment, Mold-Masters' global supply chain includes raw materials such as, but not limited to, steel, aluminum, and other metals, as well as the fasteners, fitting,

actuators, motors, controls, and other industrial materials that go into our products, and the industrial services, supplies, and equipment required to operate our facilities.

## Supply Chain

As a global company, Mold Masters' supply chain has inputs from many regions, all of which are considered when assessing risk. In particular, the majority of goods, including raw materials, components, assemblies, and finished goods from external suppliers and internal product transfers have origin in Canada, China, United States and some European countries.

## Policies and Due Diligence Processes

### Policies

Mold-Masters is committed to protecting and upholding human rights and preventing discrimination through the principles embodied in the Code of Ethical Business Conduct, Supplier Standards, Supply Chain Transparency Policy, and Human Rights Policy laid out by Hillenbrand, among other policies.

Hillenbrand's Human Rights Policy is informed by the U.N. Guiding Principles on Business and Human Rights and applies to all associates, subsidiaries, consultants, agents, sales intermediaries, distributors, and independent contractors. This policy applies across the organization and governs all Mold-Masters' entities for the prevention of child labour and forced labour within our business.

All named policies can be found [here](#) on the corporate Hillenbrand website.

### Due Diligence Process

In FY2023, Hillenbrand began developing a comprehensive system for human rights due diligence and risk management, overseen by the global Procurement team. This includes updated Supplier Standards, a new Supply Chain Transparency Policy, and an update of our pre-existing grievance mechanism. We are committed to continuously monitoring our supply chain for both risks and opportunities, and in FY2023 we have focused on establishing a due diligence and compliance process to identify and assess the potential adverse impacts of our business activities. Our Supply Chain Transparency Policy describes this process in detail.

At least once a year or on an ad hoc basis, the Hillenbrand Chief Procurement Officer or designee is to conduct a risk analysis to identify potential risks both within Mold-Masters and within our supply chain. The results of this risk analysis are to be communicated to Hillenbrand's management and published annually where and when as required by applicable law. We recognize that risk can be a rapidly evolving topic, which is why we have embedded this process to periodically update our risk assessment based on new external datapoints and actively assess any new suppliers prior to engagement.

In addition, as part of our usual risk and Procurement activities, we assess and monitor changing political, logistical, and climate conditions to identify potential threats or risks and formulate mitigation strategies, analyze our supplier footprint, and conduct stress tests regarding alternative strategies and supply options.

## Within Mold-Masters

Mold-Masters emphasizes respect for the basic human rights of our associates, including fair remuneration, freedom of assembly, health and safety standards and prohibition of discrimination, forced labour and child labour. The risk of forced labour or child labour is also addressed during the employee onboarding process, which includes background checks on the right to work in each region, age verification, and qualification for the relevant tasks prior to undertaking any work.

## Within our Supply Chain

To do business with Mold-Masters, all suppliers must confirm that they have reviewed and are in compliance with our Supplier Standards, which include strict, specific requirements that align with Hillenbrand's Core Values, international labor and human rights standards, and applicable laws and regulations. These Supplier Standards mirror the requirements of our Supply Chain Transparency Policy, which includes the following binding principles:

- Prohibition of child labor
- Free choice of employment (no forced labor)
- Prohibition of discrimination
- Adherence to the principle of equal opportunity and equal treatment
- Remuneration, as per local law
- Freedom of collective bargaining and association
- Compliance with occupational safety regulations
- Prohibition of deprivation of natural resources
- Prohibition of certain commissioning of security forces

## Reporting

We require our associates to report any concerns, complaints, or suspected violations of our policies to the Hillenbrand Code of Ethics and Compliance Help Line (sometimes referred to as a "whistleblower hotline") or other applicable reporting channels. Through this hotline, compliance violations may be reported in a secure manner 24 hours a day and 7 days a week, online or via telephone. Managed by a third-party supplier, all data supplied through this line is maintained on secure servers. Reports can also be made anonymously. The hotline is available to all Hillenbrand and Mold-Masters associates, as well as customers, suppliers, and other internal and external stakeholders. Our Code of Conduct forbids retaliation against concerns made in good faith.

## Forced Labour and Child Labour Risks

Mold-Masters' global footprint and supply chain includes regions of the world that carry increased risks of forced labour or child labour. In FY2023, Hillenbrand Global Supply Management, including Mold-Masters' supply chain, initiated a mapping of supply chain human diligence risks across our global supply base. The risks considered are based on the guidance laid out by the German Supply Chain Due Diligence Act, and include prohibition of child labor, as well as free choice of employment (no forced labour).

We utilize an abstract risk analysis based on country and industry data for the individual risk categories.

To streamline this risk management process, we have also implemented a new supply chain service portal. This tool, enables us to deploy our Supply Chain Transparency Policy and Supplier Standards to new suppliers and administer questionnaires on human rights diligence, conflict minerals, and other sustainability management topics.

## Remediation Measures

Mold-Masters has not identified the use of forced labour or child labour in our entity's activities or supply chain; thus, the question of remediation is considered not applicable.

## Remediation of Loss of Income

Mold-Masters has not identified that any vulnerable families have experienced a loss of income as a result of steps taken to eliminate forced labour or child labour risks in our entity's activities or supply chain; thus, the question of remediation of loss of income is considered not applicable.

## Training

On an annual basis, Mold-Masters hosts a mandatory training session on Human Trafficking in Supply Chain to the entire Procurement team, inclusive of tactical buyers and leaders. This online training was developed internally through Hillenbrand, and it included the topic of forced labour. Approximately 45 minutes were required for each individual to complete this training, which also requires passing a short quiz upon completion. 100% of the Mold-Masters' global procurement team members completed this training (32 Mold-Masters participants).

## Assessing Effectiveness

In FY2023, we established a framework to identify and evaluate risk; however, no actions have yet been taken to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

For more information on our program, please visit: [Our Suppliers: A Partner With Possibility | Hillenbrand](#)

## Approval 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 purposes of the Act, for the reporting year listed above. I have the authority to bind Mold-Masters (2007) Ltd.

Hari Velayudhan  
General Manager - Americas

30 May 2024



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