Champion® MOYER DIEBEL®
WAREWASHING SOLUTION SPECIALISTS

Forced Labour and Child Labour in Canadian Supply Chains – Fiscal Year 2023 Statement

Modern slavery, including forced labour, child labour, and human trafficking, represents a serious violation of fundamental human rights. At Moyer Diebel Limited (herein referred to as "MDL"), we recognize the importance of addressing these issues and are committed to taking meaningful steps to ensure that our business operations and supply chains are free from such practices.

This statement, prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada), acknowledges the current gaps in our policies and procedures regarding forced and child labour. It outlines our commitment to implementing comprehensive measures in the upcoming fiscal year to prevent and address these risks in our supply chains, both within Canada and globally.

Acknowledging Current Gaps

MDL has developed an Illegal Labour Policy to monitor our own employment practices and those of our partners, vendors, suppliers, and all others conducting business on our behalf, ensuring compliance with ethical employment standards and protocols. However, we recognize that while this policy is an important step, we are still in the process of developing procedures and screening mechanisms specifically aimed at preventing forced labour and child labour within our supply chain.

We acknowledge that the absence of these targeted measures currently poses a potential risk in our operations, particularly in a globalized economy with complex and multi-layered supply chains. This lack of specific oversight could unintentionally expose MDL to practices that violate human rights.

Commitment to Future Action

Recognizing these gaps, MDL is committed to developing and implementing robust policies and procedures to address the risks of forced and child labour. In the coming fiscal year, we will take the following steps:

1. **Supplier Screening and Due Diligence**: We will establish a thorough screening and due diligence process for all existing and new suppliers. This process will include evaluating the risk of forced and child labour in our supply chains and ensuring that our suppliers adhere to our newly established ethical standards.
2. **Training and Awareness**: We will implement training programs for our employees and key stakeholders to raise awareness about the risks of modern slavery and the importance of

adhering to our new policies. This training will be ongoing and will be updated regularly to reflect changes in our approach and the external environment.

3. **Monitoring and Compliance**: We will set up a monitoring system to regularly assess compliance with our new policies and procedures. This will include regular audits of our supply chains and the establishment of mechanisms for reporting and addressing any suspected violations.
4. **Continuous Improvement**: As part of our commitment to continuous improvement, we will regularly review and update our policies and procedures to ensure they remain effective in addressing the evolving risks of forced and child labour.

Moving Forward

We recognize that these changes are critical to upholding our commitment to ethical business practices and ensuring that our operations do not contribute to modern slavery. Although we have not yet implemented these measures, we are fully committed to doing so in the upcoming fiscal year. Our goal is to create a business environment where human rights are respected and where no individual is exploited in the production of our goods.

Conclusion

This statement acknowledges the current gaps in MDL's approach to preventing forced and child labour and outlines our commitment to addressing these issues. We will implement the necessary policies, procedures, and screening mechanisms in the next fiscal year to ensure that our business operations and supply chains are free from modern slavery.

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in this statement. Based on my knowledge and reasonable diligence, I confirm that the information is accurate and complete in all material respects.

This statement is made in my capacity as the Financial Controller of Moyer Diebel Limited.

Name: Viktoriya Yuvminina
Title: Financial Controller
Date: August 14, 2024

I have the authority to bind **Moyer Diebel Limited.**