

# Oliver Packaging and Equipment Company Report Prepared Pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

## 1. Introduction and Identity

This Report is produced by Oliver Packaging and Equipment Company ( "OPEC", **Company**, "our", "us" and "we") for the financial reporting year ended December 31, 2023 (the "**Reporting Period**") and sets out the steps taken to prevent and reduce the risk that forced labor and child labor was used at any step in the production of goods in Canada or elsewhere or of goods imported into Canada.

This Report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

## 2. Steps Taken During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour

OPEC is subject to a Code of Business Conduct Policy that prohibits the violation of laws in any jurisdiction in which it does business, which would include all such laws prohibiting forced labour and child labour.

## 3. Structure, Activities and Supply Chains

**Structure:** OPEC is a Michigan corporation and has a single manufacturing facility in Walker, Michigan, USA that houses production, management, and support activities. A small number of field sales and service associates work from their homes across the United States.

**Activities:** OPEC manufactures commercial food-processing and food-packaging equipment. We also distribute food packaging accessories - predominantly trays and film that are used in our packaging equipment.

**Supply Chains:** Our top ten vendors account for approximately 80% of all purchases. All vendors, including the top ten, are based in the United States. The tier one suppliers source products and materials from other suppliers around the world. OPEC has not identified or received a report of any forced labour or child labour with respect to its supply chain.

## 4. Policies and Due Diligence Processes

OPEC's Code of Conduct Policy that requires all Company employees to comply with all laws in the jurisdictions in which the Company does business, which includes those laws regarding the use of forced labour or child labour. Further, the Code of Conduct provides several options for reporting suspected violations including a Business Conduct Hotline accessible by phone and through a website.

## 5. Forced Labour and Child Labour Risks and Steps Taken to Assess and Manage These Risks

OPEC's single manufacturing site and work-eligibility screening make the risk of forced or child labor very small within its own operation. The Company has previously assessed its forced labor risk connected to the Xinjiang Uyghur Autonomous Region in 2022 and was advised by its known supplier that sources in China that it does not manufacture items or source materials from the Xinjiang Region. We have not yet taken additional steps to assess and manage the risks in the supply chain.

**6. Remediation Measures**

During the Reporting Period, OPEC did not identify any child labor or forced labor within our supply chain. Accordingly, OPEC did not undertake any remediation measures.

**7. Remediation of Loss of Income to the Most Vulnerable Families**

During the Reporting Period, OPEC did not identify any loss of income to vulnerable families as a result of any remediation measures. Accordingly, OPEC did not undertake any steps to remediate loss of income.

**8. Training**

During the Reporting Period, OPEC employees did not receive specific training on child labor and forced labor. However, relevant employees receive mandatory training on our Code of Conduct Policy.

**9. Assessing the Effectiveness in Ensuring that Forced Labour and Child Labour are not Being Used in Entity’s Business and Supply Chain**

During the Reporting Period, OPEC did not formally assess the effectiveness of preventing and reducing the risks of forced labor and child labor in our activities and supply chains.

**10. 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 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 Period listed above.

Date: May 30, 2024

Name: Mitch Summerfield

Title: Director

Signature: *Mitch Summerfield*

I have authority to bind the corporation.

The Report was approved pursuant to Section 11(4)(a) of the Act by the Board of Directors of *Oliver Packaging and Equipment Company* on May 30, 2024.