



Awareness.  
Collaboration.  
Compliance.

**2023**

**Report Pursuant to the Act to enact  
the Fighting Against Forced Labour  
and Child Labour in Supply Chains**

Knowledge.  
Reporting.  
Supporting.  
Improving.



# Table of Contents

04 About this Report

04 Our Purpose

06 Structure , Activities, and Supply Chains

10 Policies and Due Diligence Processes

12 Approval and Attestation

13 Appendix 1

”  
We have the  
power to  
create a  
better future  
“

# About this Report

This is a report by Plasman Plastics Inc. in order to comply with the Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the “Act”) for the period covering January 1 to December 31, 2023. Note that the policies and descriptions contained herein are applicable to Plasman Plastics Inc. and its Canadian entity (hereinafter “Plasman”).

## Our Purpose

### Mission

Achieving a common goal takes collaboration between our customers, communities, and each other. By taking ownership and accountability, we can manage and control any outcome. And as One Driving Force™, we possess the ability and capabilities to achieve any goal.

**EMBRACE COLLABORATION.  
TAKE OWNERSHIP.  
DELIVER SOLUTIONS.**

We can manage any outcome through collaboration, by being accountable, and believing that together we possess the privileges and capabilities to do so.



### Strategic Direction

- Creating a better tomorrow as One Driving Force™
- We believe that creating a better, more sustainable, and inclusive future is our collective responsibility. Everything we do reflects our relentless passion for sustainability and finding ways to add value for the betterment of all of our stakeholders.

# Values

From how we approach projects to how we treat our customers and employees, our values are at the heart of everything we do. Together, we are stronger, can accomplish more, and shape our future through the embodiment of these values.



**ETHICS &  
INTEGRITY**



**COMMUNICATION**



**COURAGE**



**RESPECT &  
FAIR TREATMENT**

## Our Sustainability Commitments

### SDGs

- o Compliance & Transparency
- o Human Rights, Diversity, & Equality
- o Responsible Resource Management
- o Circularity
- o Innovative Production
- o Pollution Reduction
- o Sustainable Products & Services
- o Environmental Commitment
- o Responsible Supply Chain Management
- o Competence Development
- o Business Ethics
- o Health, Safety, & Well-being

## Plasman at a Glance

Canada  
United States  
Mexico  
Sweden  
Belgium  
Norway  
Portugal  
Czech Republic  
Germany  
China  
Japan



For additional information on Plasman's purpose, mission, vision, values, strategic directions, corporate social responsibility, and activities, please refer to our annual Sustainability Report located on our website.

[www.plasman.com](http://www.plasman.com)

# Structure, Activities, and Supply Chains

## Structure and Activities

Plasman, a body corporate under the Canada Business Corporations Act, is a leading global manufacturer in automotive components for the automotive industry. We are headquartered in Windsor, Ontario, Canada and Gothenburg, Sweden. With thousands of employees worldwide, we operate manufacturing, engineering, and sales locations in Canada, the United States of America, Mexico, Sweden, Belgium, Norway, Portugal, Czech Republic, and Germany. Our product capabilities include single-source solutions for tooling, injection molding, chroming, paint applications, exterior trim and assembly – from concept to completion.







# SUPPLY CHAINS

Supply chains are integral to Plasman's operations. Working together with our supplier partners, ensuring responsible sourcing of raw materials, providing transparency on their origins, and working towards eliminating conflict minerals is on the top of our agenda. By considering the economic, environmental, and social aspects of our shared logistics systems, we mitigate any adverse effects of the transportation of raw materials and finished products. Plasman considers global risks like cyber security, data privacy, and risks to stakeholders to work towards mitigating risks in our supply chain.

The components we purchase are used in bumpers, grilles, exterior trim, and subsystem components for the automotive industry.

In 2023, our supply chains were comprised of companies specializing in the fields indicated below.

The main countries where our suppliers are located are: Canada, the United States, Mexico, China, South Korea, and Taiwan.

We actively engage our suppliers in our sustainability journey by communicating our Supplier Code of Conduct and conducting annual sustainability assessments. These assessments address topics including, but not limited to, human rights and working conditions, business ethics, non-discrimination, anti-corruption measures, forced and child labour, freedom of association, health and safety, environmental stewardship, and responsible sourcing.

This is all outlined in our Human Rights Guidelines and Code of Business Conduct and Ethics, which pledge that Plasman does not condone child or forced labour in any of our international facilities or operations. [We aim to make this pledge stronger by pledging zero tolerance to modern day slavery across our supply chain]. For more details about our due diligence process, please refer to the following section.

---

# Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

## POLICIES AND PROCESSES IMPLEMENTED

At Plasman, we are dedicated to conducting our business with honesty, integrity, and the highest possible ethical standards and in compliance with laws and regulations. Our policies, procedures, and commitments address human rights, health and safety, diversity and inclusion, no discrimination or harassment, freedom of association, the environment and corruption. Plasman takes measures to prevent and eliminate human trafficking and any form of modern slavery. We adhere to ISO 14001 and IATF certification.

In 2023, Plasman's Sustainability Team began doing their due diligence learning about the requirements and timeline of the Act and how it applies to Plasman.

We have an array of processes in place to support our commitments to responsible procurement and ensure our human rights commitments are fulfilled throughout our supply chain.

## OUR SUPPLIERS

In 2023, Plasman revised our Supplier Assessment Questionnaire to enhance questions related to policies covering forced labour and child labour. Plasman's [Supplier Portal](#) is home to key forms and vital information needed to do business with Plasman, including our [Supplier Code of Conduct](#).

We intend this due diligence to embed responsible business conduct into our supply chain, to help us understand and mitigate these risks in 2024.

## OUR EMPLOYEES

- Code of Business Conduct and Ethics
- Human Rights Guidelines
- Employee Handbook
- [Ethics Hotline](#)

## THE TOOLS WE USE

- [Supplier Assessment](#)
- [Ethics Hotline](#)

# **RISK OF FORCED LABOUR OR CHILD LABOUR IN OUR SUPPLY CHAINS AND STEPS TAKEN TO ASSESS AND MANAGE THE RISK**

In 2023, Plasman's Sustainability Team discovered Bill S-211 will come into force January 1, 2024. During the final quarter of 2023, our Sustainability Team began doing their due diligence learning about the requirements and timeline of the Act and how it would apply to Plasman.

Our Sustainability, Purchasing, Supplier Development, Legal, and Human Resource teams partnered with EcoVadis in the beginning of 2024 to take steps in mapping, gathering information, developing action plans, updating policies and procedures, and engaging with suppliers to prevent and reduce the risk of forced and child labour in Plasman's activities and supply chain.

## **MEASURES TAKEN TO REMEDIATE FORCED LABOUR**

During 2023, Plasman did not take measures to remediate forced labour or child labour within our activities and supply chains.

In 2024, we partnered with EcoVadis to begin taking steps in assessing the risk of forced and child labour in our supply chain, so that we can mitigate and manage any risks and develop measures to take.

## **MEASURES TAKEN TO REMEDIATE THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES THAT RESULTS FROM MEASURES TAKEN TO ELIMINATE THE USE OF FORCED LABOUR OR CHILD LABOUR**

During 2023, Plasman did not take measures to remediate any loss of income to the most vulnerable families resulting from forced labour or child labour within our activities and supply chains.

In 2024, we partnered with EcoVadis to begin taking steps in assessing the risk of forced and child labour in our supply chain, so that we can mitigate and manage any risks and develop measures to take.

# TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

During 2023, Plasman did not start training employees on forced and child labour at Plasman and within our supply chain.

In 2024, we partnered with EcoVadis, which offers training for Plasman employees. We will discuss in 2024 what the process will be for training provided by EcoVadis, who it will be mandatory for, and how we can engage our suppliers.

# ASSESSMENT OF EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR ARE NOT BEING USED


During 2023, we did not have a method in place to assess our current policies and procedures effectiveness on forced and child labour within Plasman’s activities and supply chain.

In 2024, by partnering with EcoVadis, we will begin taking steps in measuring the effectiveness to ensure that forced and child labour are not being used in our supply chains.

---

## 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.

  
Justin Steil  
Chairman of the Board, Plasman

  
Mark Sullivan  
Chief Executive Officer