



Bill S-211 – May 2024

Peel Plastic Products Ltd.'s structure, activities, and supply chains

- Peel Plastic Products Ltd. is a privately held organization, located in Brampton, Canada, producing flexible packaging for the Pet Food, Lawn & Garden, and Health & Wellness markets. Typical operations include printing, laminating, and bag-making. Most materials are purchased from North American suppliers. Materials purchased outside of North America are typically managed for Peel by first-tier suppliers.

Peel Plastic Products Ltd.'s policies and due diligence processes in relation to forced labour and child labour

- Peel Plastics checks ID and requires police checks for any new employees, thereby verifying identity and age. The same requirements apply for workers hired through employment agencies.
- All employees received and signed Peel Plastics' child labour policy, which outlines the definition of child labour according to Ontario law. It provides guidance on prevention, discovery, and protection of underage persons. The document also outlines the responsibilities of managers and employees with reference to the child labour policy.
- A supplier Code of Conduct was reviewed and signed by first-tier material suppliers. The document requires suppliers to employ on a voluntary basis only and refers to child labour guidance based on the International Labour Organization (ILO) standard.
- Purchasing personnel also received and acknowledged the code of conduct sent to suppliers.
- The *Peel Ethical Code of Conduct* procedure sets out a mechanism for employees to file complaints when they observe a violation of any of the organization's policies. The complaint can be filed directly with HR or in a suggestion box that can be reported anonymously. The procedure also details the steps the organization will take to investigate and follow-up on any complaints.



The parts of Peel's business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk

- Peel Plastic Products Ltd. did an assessment of risk in its supply chain based on the US country/product list, which is published annually at <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>. None of Peel Plastics' supply chain falls into the categories defined as high risk for the presence of child or forced labour.

Any measures taken to remediate any forced labour or child labour

- Internally, Peel Plastics' child labour policy requires that underage persons are immediately removed from any hazardous tasks if child labour is discovered. The policy sets a process for notifying management and providing support to the individual.
- The supplier Code of Conduct states that Peel Plastics will work with suppliers to remedy the situation if any violations of the code of conduct are found. If not remedied to Peel's satisfaction, the relationship with the supplier will be terminated.

Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

- If forced labour is discovered in its supply chain, Peel Plastic Products Ltd. will work with its suppliers to ensure that any persons affected are provided with skills development and job training opportunities.
- In the case of child labour, the same will apply to the child's support system.

The training provided to employees on forced labour and child labour

- All employees signed off on the child labour policy. Purchasing personnel also acknowledged the supplier code of conduct.



How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

- Peel Plastic Products Ltd. assesses its effectiveness of ensuring child and forced labour are not used in its supply chain through all of the above policies, procedures, and actions. In addition, Peel Plastics continues to review best practices in the industry and expects to report additional measures in the 2025 report.



Sign off

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.

David Troost
General Manager

A handwritten signature in blue ink, appearing to read 'D Troost', with a long horizontal flourish extending to the right.

May 13, 2024