

Canadian Modern Slavery Act Report

For the fiscal year ending October 28, 2023

This Report is being prepared pursuant to the Fighting Against Forced Labor and Child Labor in Supply Chains Act (also known as the “**Modern Slavery Act**” or the “**Act**”), effective as of January 1, 2024

This Report is being filed on behalf of Piedmont Plastics, Inc., a North Carolina corporation, (“**Piedmont US**”), for itself and its wholly owned Canadian subsidiary, Piedmont Plastics Inc., a New Brunswick corporation, (“**Piedmont Canada**”) collectively, Piedmont US and Piedmont Canada are referred to as the “Company”, “we” or “us”.

We understand the importance of responsible global corporate citizenship and we consider it critical to use good judgment and to make ethical choices with integrity. We are committed to ensuring, to the extent we have identified it, that modern slavery, including forced child labor, compulsory labor and human trafficking, are excluded from our business and supply chain. Our business partners are expected to act in accordance with the highest standards of integrity and in compliance with all applicable laws and regulations.

We recognize that slavery and human trafficking can occur in many forms, including forced labor, forced child labor, domestic and indentured servitude, sex trafficking, bonded labor or debt bondage, and workplace abuse. Therefore, the terms “*slavery and human trafficking*” as used in this Report include these various forms of coerced labor.

Organizational Structure, Activities and Supply Chain

The Company is a wholesale distributor of plastic sheet, rod, tube and film products. Piedmont US operates 49 distribution branches throughout the United States of America and six distribution branches in Canada through its wholly-owned subsidiary, Piedmont Canada. The Company has approximately 600 employees in the US and approximately 65 employees in Canada.

The Company’s purchasing organization reports ultimately to the Chief Procurement Officer and is responsible for supplier selection, contract negotiations and supplier performance monitoring. Our supply chain personnel work with many suppliers to procure the necessary materials we sell to our customers. Our relationships with our suppliers are crucial to the long-term success of our organization. During the initial evaluation phase and on an ongoing basis, we consider suppliers’ records and goals when evaluating supplier relationships. Although most of our material is sourced from US manufacturers, our supply chain is complex, and there are limits to our visibility beyond the first tier of suppliers.

Policies and Due Diligence Processes

The Company has established a variety of broad policies communicating our expectation that all employees will make ethical decisions and act with integrity and honesty. The Company maintains a reporting process whereby employees can anonymously make senior management aware of any suspected unethical behavior, discriminatory practices or other matters without fear of retaliation. If the violation involves suppliers, appropriate action, up to and including termination of the

relationship will be undertaken. The Company is currently reviewing its policies and procedures to determine how we may address modern slavery and human trafficking more specifically.

The parts of the business and supply chains that carry a risk of forced labor or child labor and the steps taken to assess and manage that risk

The Company did not have a process in place during the reporting period to specifically assess and manage the risk related to forced and child labor. As previously noted, management is currently reviewing its policies and procedures to determine how to address modern slavery more specifically.

High-risk activities

As the Company did not have a risk assessment process in place during the reporting period, management has not yet identified activities that they have specifically assessed as high risk.

Any measures taken to remediate any forced labor or child labor

During the year ended October 28, 2023, the Company did not identify any instances of forced or child labor within the organization or its supply chains.

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

During the year ended October 28, 2023, the Company did not identify any instances of forced or child labor within the organization or its supply chains.

The training provided to employees on forced labor and child labor

The Company did not provide training specific to forced or child labor during the reporting period. Management will be including consideration of training requirements in its review of policies and processes for 2024.

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

During the reporting period, the Company did not have specific processes in place to monitor the effectiveness in ensuring that forced or child labor were not being used in its supply chains. Management will be including consideration of appropriate monitoring processes in its review of policies and processes for 2024.

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.



Tyler Booth
Director and President
Piedmont Plastics Inc., a New Brunswick corporation
May 30, 2024

I have the authority to bind Piedmont Plastics Inc., a New Brunswick corporation



Tyler Booth
Director, Chief Executive Officer and President
Piedmont Plastics, Inc. a NC corporation
May 30, 2024

I have authority to bind Piedmont Plastics, Inc., a North Carolina corporation