

1. PURPOSE AND SCOPE

Polycorp specializes in the design and manufacture of engineered elastomer parts that provide our customers with cost effective solutions to their corrosion, abrasion, impact, noise, and vibration problems.

Polycorp believes that human rights are a fundamental value and expects suppliers to treat them as such. Our approach is guided by international frameworks, including the UN Guiding Principles on Business and Human Rights. We expect our suppliers to comply with all applicable employment laws, rules, and regulations, including but not limited to forced or compulsory labor and minimum age of labor.

Slavery And Human Trafficking

All work must be voluntary, and employees shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per the employees' contract.

Without limiting Supplier's obligations hereunder, Suppliers shall not, and shall ensure that its Partners do not, support, engage in, or require any:

- Compelled, involuntary, or forced labor,
- Labor to performed by children (child is defined as the greatest age between the following: 15, age for completing compulsory education, or minimum age for employment in the country),
- Bonded labor,
- Indentured labor, and
- Prison labor (unless expressly approved in writing).

Supplier shall:

- Implement and maintain a reliable system to verify the eligibility of all workers, including age, eligibility, and legal status of foreign workers, and
- Implement and maintain a reliable recordkeeping system regarding the eligibility of all workers.

Supply Chain

Polycorp strives to work with suppliers, agents, consultants, and other third parties and business partners, as well as their respective employees, directors, and officers, (collectively "**Suppliers**") who share our commitment to social, and ethical responsibility.

Polycorp sources raw materials primarily from suppliers based in North America who may or may not employ the use of a worldwide supply base.

Monitoring

All active, current Suppliers will self-certify via a questionnaire that they do not employ child or forced labour in their supply chain. This will be further assessed during periodic supplier audits as part of the normal operating processes at Polycorp.

Remediation

Violations of this policy may lead to disciplinary action up to, and including, termination of partnership. This may include immediate termination of all supply contracts and cancellation of open purchase orders.

2. References

Procedures	
Work Instructions	
Forms	

3. CHANGE HISTORY

	Signature	Position	Date
Prepared by	Deon James	Director of Purchasing	27-MAY-2024
	Signature	Position	Date
Reviewed by			

Rev.	Description of changes	Date
01	Initial Release	27-MAY-2024

Polycorp Report for 2024 – Bill S-211

This report for the year 2024 to ensure compliance to bill S-211. The questions to the mandatory areas of the bill are addressed below:

- a. Its structure, activities and supply chains – Addressed in policy PR-RU-006 (Attached)
- b. Its policies and its due diligence processes in relation to forced labour and child labour – Addressed in policy PR-RU-006 (Attached)
- c. The parts of its 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 – Addressed in policy PR-RU-006 (Attached)
- d. Any measures taken to remediate any forced labour or child labour – None found. No action taken.
- e. 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 – None found. No action taken.
- f. The training provided to employees on forced labour and child labour – Provided via onboarding package via HR. Policy to be included in handbook given to all new employees.
- g. How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains – Addressed in policy PR-RU-006 (Attached)

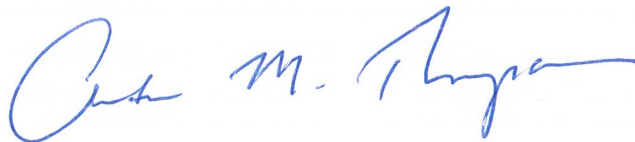
In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.”

Full name : *ANDREW M. THOMPSON*

Title : *PRESIDENT & CEO*

Date : *MAY 30, 2024*

Signature,



I have the authority to bind Polycorp LTD.