

2023 Modern Slavery Report for the financial year ending September 30, 2023

This Report is produced by Matthews International (“**Matthews**” or the “**Corporation**” or “**our**” or “**we**”) and subsidiaries of the Corporation for the financial year ending September 30, 2023 (the “**Reporting Period**”) and sets out the steps taken to prevent and reduce the risk that forced labor or child labor is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation.

This Report constitutes the first report prepared by the Corporation pursuant to Canada’s new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”). Matthews is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy, includes forced labor and unlawful child labor. The Company will not tolerate or condone human trafficking or slavery in any part of our global organization.

Organizational structure and supply chains

Founded in 1850, our legacy of growth and innovation is rooted in identification products: marking products, printing plates and bronze plaques. Today, Matthews is building on its legacy by investing in technology, extending product offerings, and encouraging new, innovative thinking that is now creating unimagined potential for our future. As an organization of over 11,000 employees globally, we place the highest importance on respecting human rights while conducting our business activities everywhere we operate.

We have reviewed our business and our supply chain. Neither we nor, to the best of our knowledge, our supply chain makes use of forced labor. We have taken the following steps to assess and manage any risk that our supply chain may use forced labor:

- We expect our suppliers to comply with our Code of Business Conduct and Ethics and to place similar expectations on their respective suppliers.
- When entering into arrangements with suppliers, suppliers undergo an approval process in which we assess them from a qualitative and economic perspective. As part of that assessment, we are alert for any indicators of forced labor.
- We may impose contractual obligations on our suppliers under which they:
 - undertake to comply with our Code of Business Conduct and Ethics;
 - warrant that their business and, to the best of their knowledge, their own supply chain do not use forced labor;
 - impose equivalent obligations on their own suppliers.

Policies

The organization operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Code of Business Conduct and Ethics: Matthews International's code makes clear to employees and affiliates of the actions and behavior expected of them when representing the organization. We strive to maintain the highest standards of employee conduct and ethical behavior. The Code always applies, without exception, and can be found here: [Code of Business Conduct and Ethics](#).
- Human Rights Policy: The Matthews International Human Rights Policy repeats our position to not use child or forced labor. Our Human Rights Policy can be found on our website here: [Human Rights Policy](#).
- Supplier Code of Conduct: Our Supplier Code specifically includes provisions prohibiting child labor and forced labor. The Supplier Code of Conduct can be found here: [Supplier Code of Conduct](#).
- Whistleblowing Policy: Matthews International encourages all its workers to report any concerns related to the direct activities, or the supply chains of the organization. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organization’s whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Risk identification, risk assessment, and due diligence

Even though we believe the risk of forced or child labor in our supply chains is low, we will not reduce or stop our efforts to identify, prevent and mitigate the risk of modern slavery in our company and in our supply chain. If identified, all modern slavery risks will be documented and addressed.

Remediation Procedures

Our Code of Ethics, Human Rights Policy, Supplier Code of Code, and Whistleblowing Policy offer a reporting mechanism for our employees and suppliers to report misconduct. Any employee who believes a conflict arises, has questions about, or would like to confidentially report a potential violation, should raise those questions and concerns with local management, Human Resources or the Legal Department. Employees can also report suspected policy violations anonymously using the Ethics Reporting System (www.matw-ethics.com). If a situation of non-compliance is identified, Matthews International will work to develop and implement a corrective plan to improve and remedy the situation.

Training

The Company ensures employees are aware of the Code of Business Conduct and Ethics through training and an annual certification process. Employees also have access to an intranet site dedicated to Ethics Reporting which details the policies, processes, and resources.

Effectiveness Assessment

Matthews International has measures to prevent and reduce the risk that forced labor or child labor is used in our activities and supply chains.

- Global employees were trained on prohibitions against child labor, forced labor, human trafficking, or modern slavery through the Code of Conduct interactive course during the financial year ending September 30, 2023.
- Supplier contracts require adherence to the Supplier Code of Conduct and Matthews Code of Business Conduct.
- The Audit Committee of the Board of Directors reviews reports of employee incidents bi-annually. For the financial year ending September 30, 2023, there were no reports or questions related to modern slavery.

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.

I have the authority to bind Matthews International.

Per: 

Full Name: Ronald C. Awenowicz
Title: Senior Vice President, Human Resources
Date: 31 May 2024