



2023 Simpson Manufacturing Co., Inc. Annual Report for the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Introduction

This report is filed by Simpson Manufacturing Co., Inc. and outlines the steps taken during 2023, its most recent completed financial year, to address the risk of forced labour and child labour being used in its operations or supply chain.

This report is jointly filed on behalf of subsidiary, Simpson Strong-Tie Canada, Limited, a Canadian corporation.

This report will be filed on Simpson Manufacturing Co., Inc. website: ir.simpsonmfg.com.

Structure, Activities, and Supply Chain

Simpson Manufacturing Co., Inc. ("Simpson," the "Company," "we," "us," or "our,"), which through its subsidiaries, including, Simpson Strong-Tie Company Inc. ("SST"), designs, engineers and is a leading manufacturer of structural solutions for wood, concrete, and steel connections. These solutions help customers design and build safer and stronger structures. The Company is relentlessly focused on providing customers the best in-class field support, technical expertise, digital tools, and training. Our research, rigorous testing, and focus on innovation enable us to design cost-effective, high-performing, and easy-to-install solutions for a multitude of applications in wood, steel, and concrete structures.

Our products for wood construction are used in light-frame building applications and include connectors, truss plates, screw fastening systems, fasteners and pre-fabricated lateral-force resisting systems. Our products for concrete construction products are used in concrete, masonry and steel building applications and include adhesives, chemicals, mechanical anchors, carbide drill bits, powder actuated tools, fiber reinforced materials, and other repair products used for protecting and strengthening structures. We market our products to the residential construction, commercial construction, original equipment manufacturer ("OEM"), component manufacturers and national retail markets domestically in North America, primarily in the United States, and internationally, primarily in Europe. We also provide engineering services to support and enhance products and specifications of products while growing our offering of digital tools and design, planning and estimating software to facilitate the specification, selection and use of our products. The Company has continuously manufactured structural connectors since 1956 and believes that the Simpson Strong-Tie® brand benefits from strong brand name recognition in residential, light industrial and commercial applications.



Policies and Due Diligence Processes and Effectiveness

Dedicated to ethical and legal practices across its global operations, Simpson aims to ensure that everything we make, or purchase is produced consistent with local law and our Code of Business Conduct and Ethics. Suppliers doing business with us should be committed to providing a healthy and safe working environment where workers are free from discrimination and intimidation; respecting both human rights and the environment. We seek to build and maintain long-term, mutually profitable and ethical supplier relationships. Simpson communicates this commitment through its clear policies, including our Code of Business Conduct and Ethics, Supplier Code of Business Conduct and Ethics, Position on Human Rights, Supply Chain Disclosure, and our ESG Reports. The company expects all partners in its supply chain to be committed to operating consistently with these published standards. These standards can be found [here](#) on the company's website.

Simpson has implemented mechanisms enabling external entities to report concerns related to instances of misconduct or unethical behavior within its operations and supply chain. This proactive measure serves as an essential channel for identifying and addressing previously unidentified risks. It can be accessed online at SpeakUpStrongTie.ethicspoint.com.

Recognizing the significance of the recent enactment of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, Simpson is endeavoring to refine our current supply chain oversight protocols to more precisely include instances of forced and child labor in our risk assessment and mitigation processes.

Simpson is currently establishing an assessment framework to evaluate the effectiveness of our policies addressing human rights, business conduct, and ethics in its operations and supply chain. As we continue to refine these existing policies to more precisely address forced and child labor risks, we will also explore strategies for measuring effectiveness.

Remediation Measures

Simpson has not encountered instances of forced labor or child labor within its operations or supply chain. Accordingly, no remediation measures were taken.



Training

Simpson has not yet implemented formal training programs concerning forced and child labor risks. However, the company maintains an operational understanding of these requirements, informed by its existing code of conduct and ethics policies and the necessity to adhere to industry standards and regulatory guidelines.

Approval, Attestation, and Signature

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: Brian Magstadt

Title: Chief Financial Officer

Date: May 30, 2024

Signature: 

(I have the authority to bind Simpson Manufacturing Co., Inc.)