

**VWR INTERNATIONAL CO.**  
**(the “Company”)**

**RESOLUTION IN WRITING SIGNED BY  
THE DIRECTORS OF THE COMPANY**

**STATEMENT ON FORCED LABOUR AND CHILD LABOUR**

**WHEREAS** the Company has prepared an annual report outlining the actions it has taken during the year ended December 31, 2023 to prevent and reduce the risk of forced labour or child labour occurring in the Company’s business (the “Annual Report”), pursuant to the requirements of section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act; and

**WHEREAS** the Annual Report must be approved by the Board and submitted by May 31, 2024 to the Minister of Public Safety and Emergency Preparedness (Canada) (“Public Safety Canada”);

**BE IT THEREFORE RESOLVED** as follows that:

1. the Annual Report, substantially in the form attached hereto as Exhibit A, is hereby authorized and approved;
2. any one director of the Company is authorized to sign the Annual Report;
3. any director or officer of the Company is authorized to submit the Annual Report and complete the mandatory questionnaire (collectively, the “Public Safety Canada Submission”), or authorize any individual to complete the Public Safety Canada Submission, on behalf of the Company; and
4. any director or officer of the Company is hereby authorized and directed to prepare, execute and deliver any and all such documents in the name and on behalf of the Company, and to do and to perform or cause to be done and performed any and all such other acts and things as such director or officer may determine to be necessary or advisable in order to carry out the foregoing resolution.

**FURTHERMORE** the resolution may be executed in one or more counterparts and shall be valid irrespective of whether all directors have executed the same counterpart, as long as each director has executed at least one counterpart, and transmission of this resolution by facsimile or electronic transmission for signature shall constitute sufficient compliance with the requirements of Section 91 of the *Companies Act* (Nova Scotia).

*[the remainder of this page is intentionally left blank- signature page follows]*

**SIGNED** by every director of the Company who would be entitled to vote on the foregoing resolution at a meeting of directors of the Company, pursuant to the provisions of subsection 91(1) of the *Companies Act* (Nova Scotia), as of the 31<sup>st</sup> day of May, 2024.



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Steven Eck



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## **EXHIBIT A**

### **STATEMENT ON FORCED LABOUR AND CHILD LABOUR**

VWR International Co. is committed to preventing the occurrence of forced labor, child labour, or any other form of slavery in our operations and supply chains. We also expect that our suppliers share our commitment to ethical and responsible business practices and support our values.

This report (the “Report”) has been prepared pursuant to Section 11 of the Fighting Against Forced Labor and Child Labor in Supply Chains Act (the “Act”) and outlines the actions we have taken during the year ended December 31, 2023 to prevent and reduce the risk of forced labour or child labour occurring in our business. VWR International Co. is subject to, and complies with, all Avantor actions as outlined in this Report.

#### **Avantor’s Structure and Business**

Avantor, Inc., a Delaware corporation (“Avantor”) listed on the New York Stock Exchange, is a leading global provider of mission-critical products and services to customers in the life sciences and advanced technologies industries. Our comprehensive offerings provide scientists all they need to conduct their research: materials & consumables, equipment & instrumentation and services & specialty procurement. Our broad portfolio of products and services, fully integrated business model and global supply chain enable us to support our customers’ journey every step of the way. We sell proprietary products we make and third-party products sourced from a wide variety of product suppliers located across the globe. Our supplier relationships are based on contracts that vary in geographic scope, duration, product and service type. Those relationships may include distribution, sales and marketing support as well as servicing of instruments and equipment. Many of our supplier relationships have been in place for more than twenty years.

In Canada, Avantor operates through VWR International Co., a corporation organized under the laws of the Province of Nova Scotia (“VWR International”) with its principal offices in Mississauga, Ontario. As is the case with other entities in the Avantor organization, VWR International sources products through a global supply chain that includes the sourcing of products from affiliated companies within the Avantor corporate structure, as well as third parties.

#### **Avantor’s Supply Chain**

Avantor takes its responsibility to protect human rights across its supply chain very seriously. Avantor has over 10,000 suppliers in its supply chain and sources products and services from all over the globe. Avantor recognizes that its supply chain operates in high-risk countries, such as China, India and Malaysia and also manufactures and distributes products, such as personal protective equipment, which are associated with greater human rights risks. As a result, Avantor has chosen human right as one of its priority sustainable sourcing topics and has developed a program to ensure the protection of human rights in its supply chain.

#### **Avantor’s Responsible Supplier Program**

In June 2023, Avantor launched its ‘Responsible Supplier Program’ which serves all of its legal entities. The program aims to impact the company’s supply chain positively with a focus on human

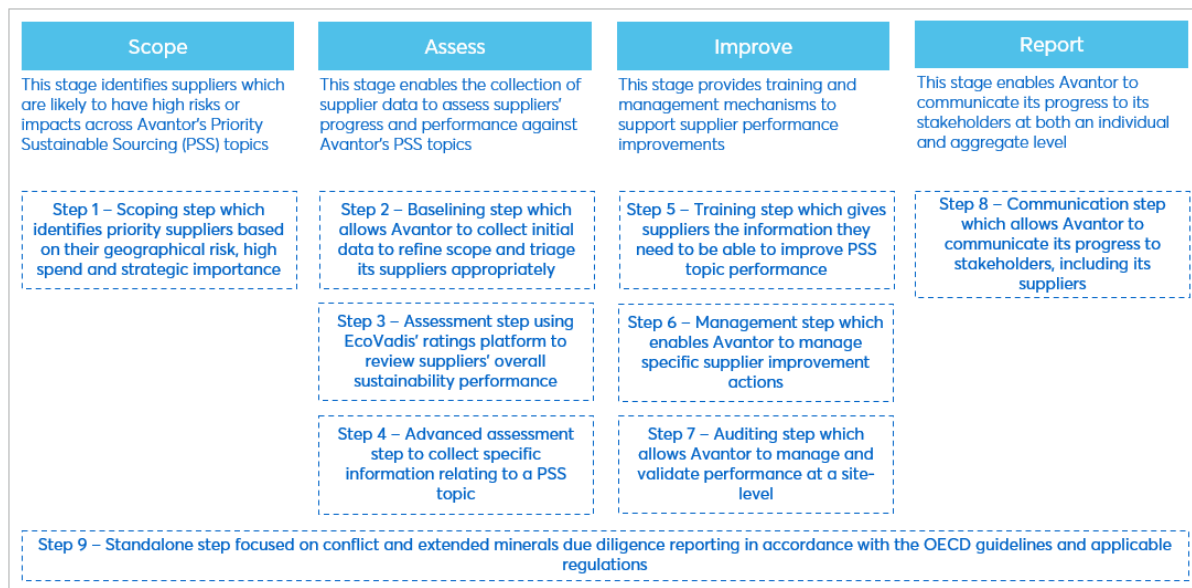
rights and other priority environmental topics. The program focuses on four priority sustainability topics – human rights, climate change, nature conservation and resource circularity – and delivers against seven targets. Avantor advances these priority sustainability topics and targets through the deployment of three activation pillars: Performance, Collaboration, and Recognition.

**Performance pillar**

Under its Performance pillar, Avantor has developed various statements and practices to inform its suppliers about its expectations related to protecting human rights and provide guidance.

- Avantor’s Supplier Code of Conduct outlines the minimum expectation it has of its suppliers in relation to human rights and other sustainability-related topics.
- Avantor’s Human Rights Statement for the Supply Chain outlines in more detail Avantor’s expectation in relation to human rights.
- Avantor’s Human Rights Guidance for the Supply Chain provides suppliers with additional guidance on protecting human rights, including which indicators to incorporate into their practices.
- Avantor’s Conflict Minerals Statement for the Supply Chain outlines the due diligence practices Avantor has adopted in accordance with Organisation for Economic Co-operation and Development (OECD) guidelines.

In addition to outlining its expectations, Avantor has developed a four stage and nine step monitoring process to monitor suppliers’ adherence to its human rights expectations, as described below.



Avantor relies on various global and standardized frameworks and tools to monitor its suppliers’ performance and reduce the risk of forced labor in its supply chain. Avantor launched its monitoring process in 2023 and made significant progress developing the practices associated with each monitoring step. A summary of its progress to date is described below.

- **Step 2.** Avantor developed and implemented its UN Guiding Principles Reporting Framework survey.
- **Step 3.** Avantor launched its EcoVadis component of its program covering 32% of suppliers by spend.
- **Step 4.** Avantor launched its supply chain transparency tool and onboarded 49% of suppliers by spend. This tool allows Avantor to identify risks 8 levels into its supply chain.
- **Step 7.** Avantor has its own in-house Assurance team to assess suppliers' site-level human rights performance and remediate issues quickly. Avantor's Assurance practices have been in place for over 15 years.
- **Step 8.** Avantor communicated the results from its Responsible Supplier Program at the end of 2023. This covered all human rights and environmental topics and demonstrated Avantor's commitment to data transparency. The report can be found here.
- **Step 9.** Avantor follows the OECD's five-step guidelines and continues to improve its conflict minerals due diligence process each year.

Avantor is committed to continuing its progress on all of its monitoring steps identified.

### **Ethics Helpline**

Avantor has made its ethics helpline available to suppliers so that hard to reach workers have an avenue by which to raise concerns and report violations of our policies. The helpline is provided in multiple languages and can also be accessed via an online form.

### **Human Rights Incidences**

Avantor recognizes that even with good governance, human rights incidences can still occur and should be addressed and remediated by the relevant party quickly and effectively. Avantor has a governance structure in place to address and resolve human rights incidences when such incidences are identified or brought to the company's attention. No human rights incidences were reported in 2023; accordingly, no remediation actions were undertaken.

### **Collaboration pillar**

#### **Industry engagements**

Under its collaboration pillar, Avantor aims to work collaboratively with its peers, suppliers and customers to identify solutions to sustainability challenges. Avantor sponsored the Sustainable Procurement Pledge organization in 2023. This organization supports capacity building across the procurement industry to better prepare procurement professionals to resolve and improve social and environmental challenges in the supply chain.

#### **Training**

Avantor is a big proponent of capacity building. We have developed a robust Sustainable Sourcing curriculum, which includes human rights and environmental topics. More than two thirds of our Product Portfolio and Sourcing Managers have been trained on the United Nation's 'Respect, Protect and Remedy' framework and its 'Creating Decent Work for All in the Supply Chain' training.

### **Recognition pillar**

Under its Recognition pillar, Avantor incentivizes and rewards those suppliers who perform and collaborate well on sustainability.

## **Measuring Our Effectiveness**

The launch of Avantor's Responsible Supplier Program, coupled with its aggressive enhancement plan, has enabled Avantor to take a proactive approach to improving human rights practices across its supply chain. The Responsible Supplier Program is reviewed annually to ensure that it contributes to improved sustainability outcomes each year. Avantor also uses EcoVadis, an external ESG rating platform, to measure its sustainability performance, as well as its improvements across its human rights practices. Avantor sets targets annually to improve its program's performance.