



Forced Labour and Child Labour Report 2024

Huntsman Building Solutions Canada, Inc. (“Huntsman”) has prepared this Report pursuant to Sections 11(1) and 11(3) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) to describe steps that we took during 2024 to prevent and reduce the risk that forced labour or child labour was used at any step of the production of goods in Canada or elsewhere by Huntsman or of goods imported into Canada by Huntsman.

Steps taken in 2024

Huntsman has developed a third-party due diligence program in order to ensure that our vendors and representatives comply with all applicable laws and regulations and our policies. Our program has an emphasis on areas of the world that carry higher risk. Our compliance procedures contemplate corrective action.

Huntsman also has a [Vendor Code of Conduct](#) ("Code of Conduct") and our suppliers are expected to adhere to that Code of Conduct. Specific behavioral standards are set out in the Code of Conduct including that vendors and representatives are expected to share our commitment to human rights. In addition, Huntsman has incorporated language into our standard contract templates pursuant to which vendors are required to represent and warrant that they do not, and will not use any forced labor, whether in the form of child labor, prison labor, bonded labor or indentured labor. In addition, we expect vendors to further warrant that they do not use corporal punishment or other forms of mental or physical coercion, or verbal, cruel or abusive forms of discipline and do not discriminate against employees on the basis of race, religion, disability, age or gender. Vendors failing to meet these terms would be in breach of any such agreement.

Huntsman’s structure, activities, and its supply chains

Huntsman’s is an incorporated entity in Canada. Its headquarters are in Boisbiand, Quebec, Canada. Huntsman offers a range of high performance polyurethane spray foam products used for both domestic and commercial use. Huntsman produces, and sells such products both within Canada and elsewhere.

In Canada, Huntsman manufactures and/or blends roughly 16,000 metric tons of chemical products annually. Raw materials are sourced primarily from Canada and the United States and arrive into the facility through a third party freight provider. Certain raw materials are imported into Canada from Asia Pacific, and then trucked to the facility by third party freight providers. All finished products leaving our facility are transported by a third party truck transportation provider. Huntsman fully staffs locations to safely and efficiently run the manufacturing process, but also relies on third party service providers for specialty maintenance activities within the plant.

Huntsman policies relating to forced labour and child labour

Huntsman has established [Business Conduct Guidelines](#) ("Guidelines") that apply to all Huntsman employees ("Associates"). The Guidelines require Associates to comply with all applicable laws and regulations, including, but not limited to, those relating to slavery and human trafficking. As a [signatory to the United Nations Global Compact \("UNGC"\)](#), Huntsman supports the UNGC's Ten Principles concerning human rights, fair labor practices, environmental protection and anti-corruption, and has committed to make the Ten Principles part of our strategy, culture and operations. Huntsman has also adopted a Human Rights Policy to further support, demonstrate and promote the protection of human rights around the world and works to ensure individual rights within our area of influence. Huntsman's Human Rights Policy complements the Guidelines. Huntsman's Human Rights Policy can be found on our website's [Codes of Conduct](#) page.

Parts of Huntsman's business and supply chains the carry forced labor and child labour risk

We believe that the risk of slavery and human trafficking in our own business and supply chain is low. We have robust [human rights](#) and employment policies and employ rigorous hiring procedures. Additionally, the complex and specialized nature of our business requires workers with a high degree of technical expertise and competency, making slavery and human trafficking within our organization unlikely.

Measures taken to remediate any forced labour or child labour risk

We have not identified any forced labour or child labour in our activities and supply chains.

Measures Huntsman has taken to remediate the loss of income

We have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

The training provided to employees on forced labour and child labour

All Associates receive training on the Guidelines. In addition, the Guidelines and the Human Rights Policy provide that, if an Associate needs guidance on an ethical or legal question or has knowledge of a potential violation of the Guidelines, policies, procedures, or the law, he or she must seek advice from one or more of a list of resources or report it via a [24 hour help line](#). The same channels are open to all third parties. All reports of alleged violations will be investigated. If the results of an investigation indicate that corrective action is required, Huntsman will decide the appropriate steps to take, including discipline, up to and including termination of employment or, in the case of a third party, termination of the business relationship.

Assessment of effectiveness in ensuring that forced labour and child labour are not used

Huntsman assesses the overall effectiveness of its compliance program, including elements related to forced labour and child labour on a regular basis. We report to the officers on a monthly basis and to the Audit Committee of the Board quarterly. We also require our policy owners to confirm that they have reviewed, and updated as necessary, areas of the program that are within their areas of responsibility at least annually.

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.

Full name: David Stryker

Title: Executive Vice President, General Counsel & Corporate Secretary

Date: 30th May 2025

Signature:



I have the authority to bind Huntsman Building Solutions (Canada) Inc.