

Koch-Glitsch Canada LP. Forced Labour & Child Labour Report

Pursuant to the Canada Fighting Against Forced Labour & Child Labour in Supply Chains Act.

OUR COMPANY.

Koch-Glitsch Canada LP. is a manufacturer of innovative products and solutions serving the refining, chemical, petrochemical and gas processing industries. Koch-Glitsch Canada LP's global organizations, no matter where we do business, are committed to conducting all business lawfully—with stewardship and integrity. This commitment extends throughout our business and supply chain and includes, among other things, an expectation that our suppliers do not use forced labour, in any of its forms, including forced labour and child labour, to produce the metals and plastics they provide to Koch-Glitsch Canada LP. Our supply chains who demonstrate our shared commitment are a key part of our continued success. Koch-Glitsch Canada LP.'s compliance and ethics expectations are set out in our Code of Conduct (<https://codeofconduct.kochinc.com>). Due to the elevated level of sophistication that is required to produce the metals and plastics that Koch-Glitsch Canada LP. uses to make its trays, random packing and liquid-liquid separators, there is a low probability that any form of forced labour, including child labour would be utilized in our industry.

DUE DILIGENCE.

At Koch-Glitsch Canada LP., we continue to improve our due diligence measures to ensure we are engaging partners who are committed to doing business the right way and have not participated in unlawful conduct, including forced & child labour.

OUR VALUES & THE KOCH STEWARDSHIP FRAMEWORK.

As part of the Koch Group of companies, our management framework, Principle Based Management™, is based on proven principles of human progress and a deep appreciation for the dignity of every individual. Our focus on individuals and bottom-up solutions is evident in our Stewardship Framework and drives our approach to Environmental, Social, and Corporate Governance (ESG).

“At Koch, stewardship encompasses the responsible management of our actions and the resources entrusted to our care in a manner that respects the rights of others. By ‘rights’, we mean everyone’s right to their own life and property, and equal treatment under the law.”

Our commitment to and expectations for ensuring that our business and supply chain is maintained in a lawful and socially responsible way includes, among others, that neither forced nor child labour is taking place in any component of our business. These expectations are set out in Our Company Values, requiring all employees at every level to:

- Have the courage to always act with integrity;
- Act with proper regard for the rights of others; and
- Treat everyone with honesty, dignity, respect, and sensitivity.

The expectation to adhere to Our Values not only applies internally but extends to our external supply chains as well.

Code of Conduct—Our Commitment to Lawful Labor & Employment Practices.

With specific regard to the need to combat forced and child labour in all forms, our Code, within the “Lawful Employment” section, states:

Child Labor. The company will not employ child labor. What constitutes child labor is defined by applicable child labor laws, or where such laws are not in place, employees will not be permitted to work in a position where they are younger than the minimum local legal age for employment in that particular job. The company will adhere to all applicable laws and regulations which govern employment terms and conditions for minors. Minor is defined as an individual who is under the age of adulthood as defined by applicable law.

Forced Labor and Modern Slavery. The company prohibits the use of forced labor, human trafficking, or involuntary prison labor. Recruiting and selection activities are conducted in compliance with applicable law and any applicable collective bargaining obligations.

Commitment to Lawful Employment Practices.

The company will:

- Conduct recruitment honestly and with integrity, which means avoiding any misleading or fraudulent actions and working only with recruiters who comply with the local labor laws of the country(ies) where recruitment takes place. Additionally, the company will not require employees or applicants to pay fees for their employment and will bear the cost of recruitment activities mandated by the company, such as pre-employment background checks.
- Ensure that employees always have access to their identity or immigration documents and that these are never withheld in any way.

There are other obligations to be aware of globally and dependent on jurisdictions or collective bargaining agreement, such as:

- Providing return transportation or covering the cost of return transportation when required by law or certain employment arrangements.
- If housing is provided or arranged, it must meet the host country's housing and safety standards.
- Providing employment agreement as dictated by law.
- Recognizing an employee's right to breaks and meal periods, and the company will pay for those breaks wherever required by law or collective bargaining agreement provisions.
- Providing employees all periods of leave to which they are entitled under applicable law.
- Providing employees with all benefits to which they are entitled under applicable law.

Wages and Work Hours. The company is committed to meeting all minimum wage obligations and collective bargaining agreements regarding maximum hours, wages, overtime work, and the payment of overtime compensation.

SELF-ASSESSMENT.

As of this reporting year, because Koch-Glitsch Canada LP. is in a low-risk industry and unaware of any forced labour within our business or supply chains, no immediate action for detailed self-assessments has been taken.

Accountability Standards.

Koch-Glitsch Canada LP. 's Code of Conduct identifies numerous avenues, including a Compliance & Ethics Helpline, that provide employees, customers, suppliers, and members of the public with a reporting mechanism, including anonymity (where allowed by law) to report concerns about potential breaches of our Code of Conduct, other Koch-Glitsch Canada LP. policies, or the law. Such concerns are objectively investigated under the guidance and direction of our compliance or legal departments. We prohibit retaliation against anyone who raises a concern in good faith.

REMEDIATION.

As of this reporting year, no immediate action for remediation of forced & child labour has occurred. Koch-Glitsch Canada LP. is in a low-risk industry and unaware of any situations that would require remediation.

Income Remediation. Because Koch-Glitsch Canada LP. is unaware and there is no proof of any outside effects our forced & child labour policies may have had, no immediate action for this specific remediation is required within our business or supply chains—as of this reporting year.

EMPLOYEE TRAINING & GUIDANCE.

Although Koch-Glitsch Canada LP. does not have a comprehensive, mandatory training program focusing on forced and child labour, employees receive training on the employee Code of Conduct, which address and supports a supply chain free of any type of forced or child labour, as well as avenues available for reporting concerns. The training is periodically provided through a varied methodology.

Additionally, Koch-Glitsch Canada LP. provides training to our employees who are directly responsible for procurement and supply chain management, particularly with respect to mitigating risks of all types of forced labor within our supply chains.

Furthermore, every Koch-Glitsch Canada LP. 's employee has the responsibility to:

- Always act in accordance with applicable laws, this Code, Our Values and other company standards, policies, procedures, practices, guidelines, and work rules.
- Avoid any activity that might have the appearance of being illegal or unethical.
- Seek a full understanding of compliance requirements
- When you have questions, seek assistance from the many resources that are available to you. Promptly report potential or actual violations of a law, company policy or standard, or any request to violate a law, company policy or standard.
- Promptly report any issue that you believe has not been appropriately resolved, even if it means raising it with another available resource.
- Cooperate completely and honestly with company investigations.

OUR SUPPLY CHAINS & ADHERENCE TO OUR VALUES.

We expect all those in our supply chain to comply with our values, therefore non-compliance with applicable laws, regulations, and our standards regarding forced & child labour will result in corrective action up to and including termination, depending on the circumstances. Forced labour in any form has an exceptionally low probability of being utilized in Koch-Glitsch Canada LP. 's supply chain, thus creating a minimal risk profile of forced labour or child labour.

Potential Risk

Koch-Glitsch Canada LP. assesses and selects its suppliers with care. We maintain the expectations outlined in our Code of Conduct for lawful and respectful business practices and extend this expectation to our suppliers, who are assessed under a risk-based review. If non-conformance with our standards and guidelines were to arise, depending on the circumstances, we would either require that supplier establish corrective action and report on the implementation of such plans, or we would terminate the relationship. Review of such non-conformance must be viewed on a case-by-case analysis given the surrounding information.

This disclosure does not apply to the practices of companies for which Koch-Glitsch Canada LP. may hold a minimum stakeholder interest.

PUBLICATION.

A copy of this statement may be viewed at Koch-Glitsch Canada LP. 's website <https://koch-glitsch.com>.

ATTESTATION & APPROVAL.

In accordance with the requirements of the Act, & in particular, §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.



Michael McGuire
President, Canada
May 15, 2025

“I have the authority to bind Koch-Glitsch Canada LP.”