



**KUBOTA Materials Canada Corporation**  
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kubotamaterials.com



## 2024 Report for Fighting Against Forced Labour and Child Labour

### A Report for Fighting Against Forced Labour and Child Labour in Supply Chains Act

This report is filed in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“The Act”). This statement covers the Activities of Kubota Materials Canada Corporation (KMC) during the year ended December 2025.

#### Structure

Kubota Materials Canada Corporation (KMC), is owned by the Kubota Corporation of Osaka, Japan. Kubota Materials Canada Corporation is part of the Materials Consolidated Division of Kubota. This group of independent operations manufactures products in steel, iron, and plastic.

KMC is located at 25 Commerce Road, Orillia Ontario. We have a team of 300 employees in Canada.

#### Activities

Kubota Materials Canada Corporation is the leading North American supplier of heat resistant cast steel products serving the Petrochemical, Mining and Steel Producing industries. Kubota Materials Canada Corporation manufactures Kubota’s brands of alloys from raw materials to finished products under one roof.

#### Supply Chain

To support our business, we purchase raw materials (minerals), manufactured components used in our final products and industrial machinery and components used in our manufacturing process.

The products we purchase are for the most part from North American producers and distributors.

#### Policies and Due Diligence

KBT has a number of policies that apply to KMC, including the “Kubota Group Human Rights Policy”, the “Kubota Group Charter for Action”, the “Kubota Group Code of Conduct” as well as the “Kubota Group CSR Procurement Guidelines”.

- Kubota Groups Human Rights Policy outlines KMC’s commitment to respect internationally recognized human rights in line with the International Bill of Human Rights and the ILO Declaration of Fundamental Principles and Rights at Work, including the prohibition of child labour and forced labour. This policy is accessible here – <https://www.kubota.com/sustainability/society/rights/index.html>
- Both Kubota Groups Group Charter for Action and Code of Conduct underscores KMC’s commitment to conducting its corporate activities with high moral standards and respecting



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human rights. This policy is accessible here –

<https://www.kubota.com/sustainability/employee/conduct/indea.html>

- Kubota Groups CSR Procurement Guidelines request that Kubota Groups business partners not only comply with laws and corporate ethics, but also that they base their activities on the Universal Declaration of Human Rights. This includes the prohibition on the use of forced labour and child labour by KMC business partners. These guidelines are available here:

<https://www.kubota.com/sustainability/society/procure/index.html>

**The parts of the business and supply chain that carry a risk of forced labour or child labour being used in the steps it has taken to assess and manage that risk.**

KMC recognizes the potential forced labour risks associated with its business operations and supply chains. We have examined our supply chain looking for any high-risk areas. Although we do purchase minerals as raw material, the products we purchase have a very low risk for forced labour or child labour, according to the “US Department of Labor List of Goods Produced by Child or Forced Labor”. In 2024 fiscal we started sending the KMC policy regarding Forced Labour and Child Labour to all new vendors.

**Measures taken to remediate any forced labour or child labour**

KMC has not identified any cases of forced labour or child labour in our supply chains. Therefore, KMC has not had to take any measures to remediate forced labour or child labour in our supply chains

**Measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.**

KMC has not identified any cases of forced labour or child labour in our supply chains. Therefore, KMC has not had to take any measures to remediate loss of income that resulted from measures taken to eliminate forced labour or child labour in our supply chains.

**Training**

In 2024 fiscal year KMC conducted training with the purchasing team on the requirements of the Act and on areas where there is risk of forced labour or child labour.

**Assessing Effectiveness**

KMC does not currently have any measures to assess effectiveness of its efforts to prevent forced labour in its supply chain.

**Consultation and Approval**

This statement was prepared by KMC on its own behalf, KMC will continue to monitor and report on the effectiveness of this statement to the Senior Management Team of KMC.

This statement was approved by the Senior Management Team of Kubota Materials Canada Corporation on May 27, 2025.



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### **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 purpose of the Act, for the reporting year listed above.

Makato Kurihara

President

Kubota Materials Canada Corporation

I have the authority to bind KMC