



## Supply Chains Act

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### Introduction

This report is prepared by Listowel Technology Inc. (“LTI” or the “Company”) and describes actions taken by the Company during the financial year ending March 31, 2025 to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“Act”). This Report constitutes the first report prepared by the Company under the Act.

### Structure, Activities, and supply chains.

Listowel Technology, Inc. was incorporated on August 12, 1996 in Listowel Ontario Canada. The company is a joint venture between Moriroku Company Ltd., Tokyo, Japan and Moriroku Technology North America (MTNA), Marysville, Ohio.

As a world class supplier of plastic injected automotive parts, we value our dedicated workforce and network of family companies. Pride is taken in LTI’s extensive waste diversion efforts and ensuring corporate responsibility for a sustainable future. Through technical advancement and promoting a safe and positive work environment, LTI continuously excels in our award-winning Quality, Delivery & Value to meet the needs of our customers. We are committed to conducting our business with the highest ethical standards for our stakeholders, employees, customers, and community in which we operate.

LTI’s supply chain includes materials/goods such as Resins, Steel, Paint, outlets, felts, seals, clips, bolts and screws. These supplies are purchased mainly in the United States however some come from Mexico and the Philippines.

Further details about our Company and approach to human rights can be found on our website at [www.mtnaoh.com](http://www.mtnaoh.com)

### Policies and Due Diligence Processes

LTI is committed to promoting values that foster and respect human rights, both inside and outside of our organization. We have policies in place that aim to prevent and reduce the risks of forced labour and illegal child labour in our activities and supply chains. These include LTI’s Human Rights Policy, Ethics and Conflict of

Interest, and a CSR manual. These policies apply to LTI and include specific language prohibiting the use of illegal child labour and forced labour and requiring compliance with all applicable laws and regulations relating to wages, work hours, overtime, and benefits.

All employees are required to attest that they have reviewed and understand the Associate Handbook, this includes Ethics and Conflict of interest within 30 days of their start date. Additionally, all members of management are required to take part in Ethics and Conflict of interest training annually, including in 2024.

Furthermore, as part of our continuous efforts to maintain reciprocal transparency and effective collaboration with our suppliers, we periodically send our suppliers a questionnaire meant to assess their ESG-related practices to help us better understand our supply chain with regard to MTNA's CSR manual. Specifically in 2024, the survey was sent to our major suppliers including a question on whether they have clear policies and regulations regarding the prohibition of Forced labour and Child labour. According to the suppliers who completed the survey, all had such policies in place. Furthermore, our suppliers are mostly businesses based in the United States, many of which have their own established policies prohibiting the use of forced labour and illegal child labour in their own businesses and supply chains. We recognize that there may be a risk of forced labour or illegal child labour deeper in our supply chain where we have little visibility and control. As such, we rely on the cooperation of our major suppliers with whom we have a direct relationship to meet the highest standards of ethics outlined in our CSR manual.

### **Assessment of Forced Labour and Child Labour Risks.**

The Company has not independently engaged in its own risk assessment with regards to forced labour or child labour in its supply chain. As the majority of the Company's supply chain is based out of country, it relies on the assessment undertaken by suppliers with regards to the extent of this risk

Within our own operations, we consider our Companies' exposure to forced labour and illegal child labour risks to be low. When hiring new employees, LTI will confirm all employees are legally able to work in Canada and have been recruited voluntarily, in compliance with employment standards therein.

### **Remediation Measures**

LTI has not identified any instances where the measures it has implemented to eliminate forced labour or child labour from its supply chain have led to the loss of income, and so no remediation measures have been taken to address this issue.

## **Training**

LTI's Ethics and Conflict of Interest policy covers a variety of topics, including our commitment to upholding human and workplace rights within the Company. With respect to the use of forced labour and child labour, the Policy specifies that LTI prohibits child labour, forced labour, and human trafficking.

All new hires at LTI are required to review the Company's Handbook within 30 days of their start date. As part of the training, employees are required to acknowledge that they have read and understand and will comply with the Policies outlined in the Handbook and agree to promptly report any act or situation that may violate our Policies.

Furthermore, all LTI management, including senior management and executive-level staff, are required to review the Ethics and Conflict of Interest Policy annually, including in 2024, and we track employee completion of this training.

## **Assessing Effectiveness**

LTI has not taken any formal actions to assess its effectiveness in ensuring that forced labour and illegal child labour are not being used in our activities and supply chains. However, in 2024, no instances of forced labour or illegal child labour in our own activities and/or in our supply chains were brought to our attention through grievance processes or through other sources.

## **Attestation**

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I in the capacity of President and CEO, attest that I have reviewed the information contained in the report for the entity 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.



Don Zilliax  
President and CEO  
May 29, 2025

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I have the authority to bind Listowel Technology Inc.