



See The Difference We Make

## Forced Labour in Canadian Supply Chains - Report by Pigments Services Inc

Pigments Services Inc (trading under the name “DCL”) is a leader in colour pigments and dispersions for the coatings, plastics and ink industries worldwide. DCL’s mission is making the world more colourful by providing high quality pigments, dispersions, and exceptional service to our customers around the globe. This mission is supported by our four key Core Values:

1. **Environment, Health and Safety** - Protecting our employees, communities and the environment is fundamental to all that we do.
2. **One Team** - Treating others with respect and working together effectively towards shared goals are vital to our success.
3. **Customer Centric** - Fostering customer intimacy to exceed their expectations distinguishes us from our competition.
4. **Growth Mindset** - Building a performance-driven organization that challenges the status quo, continuously improves, and innovates defines our culture.

Consistent with our Core Values, we source and produce responsibly.

### Steps to prevent and reduce risks of forced labour and child labour

DCL recognizes that slavery and human trafficking can occur in many forms. DCL entities operate according to policies that prohibit the use (or facilitation) of any type of involuntary labour, including forced, compulsory, indentured, bonded, slave or human trafficked labour. All employees must be employed on a voluntary basis and should be free to leave upon reasonable notice. DCL does not accept any child labour or any practice that inhibits the free development of children. DCL ensures fair remuneration, reasonable working hours, leave periods and public holidays in compliance with all applicable local wages, hour laws and regulations. Any maximum working hours should not be exceeded. Overtime should be voluntary, and workers must receive adequate compensation for any overtime worked. Conditions of employment are contained in employees written contracts and company handbooks, which also contain details of grievance procedures and whistleblowing policies.

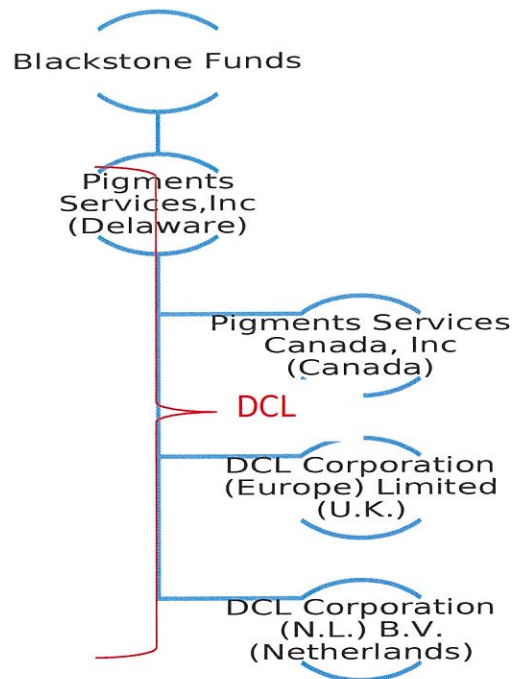
DCL does not tolerate forced labour, slavery and human trafficking in its supply chain and will cease to partner with any organization that is found not to comply with DCL standards. DCL seeks written confirmation from suppliers (new and



existing) that human rights are respected in supply chains; and procurement staff are expected to include any suspicions arising from negative reports or site visits when assessing potential or on-going suppliers.

### Structure, activities and supply chains

Pigments Services Inc has legal entities in the USA, Canada, the Netherlands and the United Kingdom supplying customers worldwide. These entities trade under the name “DCL”. The ultimate parent is Blackstone Funds.



The activities of the DCL group include the import of raw materials (chemicals) and manufacture into pigments (US, Canada, Netherlands) and dispersions (UK, Canada.)

DCL supply chains are global, with raw materials being sourced from North America, South America, Europe and Asia. Whilst the primary imports are from the chemical industry, other materials include plant equipment and packaging materials.

### Policies and due diligence processes

DCL checks all employees have the right to work in the country of operation but does not withhold original documentation. DCL does not employ children and has additional safeguards for young workers.

### Forced labour and child labour risks

DCL sources some raw materials (chemicals) from global sources where information is less readily available than in internal operations. DCL seeks assurances from suppliers that all labour is provided freely and children are not employed. DCL staff



look for any signs of concern when visiting suppliers' sites, but acknowledges that a small risk remains.

### **Remediation measures**

DCL has not identified any forced labour or child labour in our activities and supply chains.

### **Remediation of loss of income**

DCL has 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.

### **Training**

DCL has a Human Resources Department that ensures internal recruitment is in accordance with policies. DCL has implemented training for employees in procurement to help identify signs of forced labour and/or child labour within supply chains.

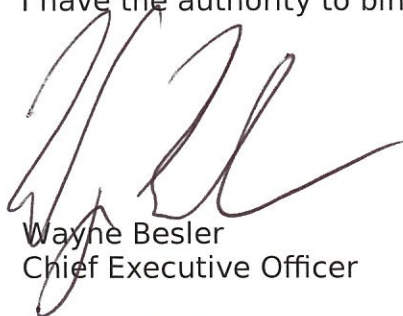
### **Assessing effectiveness**

DCL periodically reviews all policies relating to employment ensuring they are consistent with legal requirements and best practice. DCL is exploring ways to improve the effectiveness of evaluating its supply chain to further minimize the risk of forced or child labour.

### **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.

I have the authority to bind Pigment Services Inc. (Conducting business as "DCL")



Wayne Besler  
Chief Executive Officer

22 May 2025

