



Fighting Against Forced Labor and Child Labor in Supply Chains Act Report (Canada)

Audia Plastics Holdings, Inc. (“Audia”), on behalf of its current and future subsidiaries (collectively hereafter, the “Company”), is a privately-owned international plastics producer and supplier. The Company is guided by its values, which include ethics, safety and wellness, quality, and sustainability. As a global leader in the plastics industry, the Company is committed to promoting human rights and preventing and reducing the risk of forced labor or child labor in supply chains.

Social Responsibility

The information provided applies to the Company in accordance with the relevant policies of Audia as the ultimate parent company. Specific legal entities identified within the scope of this statement include the following subsidiaries:

- Washington Penn Plastic Co., Inc.
- Uniform Color Company

The Company and its subsidiaries, including those listed above, have implemented a comprehensive corporate social responsibility program intended to help the Company operate within the highest standards and in accordance with all applicable laws and regulations. The Company has a zero tolerance for any use of forced or compulsory labor and child labor within the Company’s supply chain and/or in the manufacturing of the Company’s products, and is committed to a supply chain free of any human rights abuses.

Supply Chain Overview

The Company formulates a broad range of specialty products, which it creates by blending raw materials. The Company’s global operations depend upon obtaining adequate supplies of raw materials, and the Company works closely with suppliers to help ensure continuity of supply while maintaining high quality and reliability. Customers rely on the Company’s capability to timely deliver products of constant quality, which are integral to their manufacturing processes and overall product performance.

Relevant Policies

The Company has established supply chain risk management policies to guide responsible supply chain practices. These policies apply to all the Company’s suppliers and reinforce the Company’s commitment to strictly prohibiting the use of forced labor, child labor, and human trafficking in its operations and supply chain.

- **Corporate Sustainability Policy** – This policy focuses on human rights and ensures the Company’s supply chain is free of forced labor, including North Korean labor or labor that is subject to the Uyghur Forced Labor Prevention Act (“UFLPA”). Additionally, the Company maintains a safe and healthy working environment within its facilities for its



employees by implementing procedures and safeguards to prevent workplace hazards, work-related accidents, and/or injuries.

- **Corporate Social Responsibility Policy**– This policy highlights the Company’s commitment to abide by all human rights laws and fair labor practices and strictly prohibits the use of forced labor in the international supply chain. It is the Company’s policy not to enter a business relationship with any manufacturer, supplier, or vendor that uses or is suspected of using any form of forced labor or child labor. The Company will not tolerate violations of any laws or regulations governing immigration, promoting reasonable wages, hours, benefits, and working conditions, or prohibiting discrimination, forced or compulsory labor, human trafficking, slavery, and child labor.
- **Procurement Guidelines** – This policy focuses on a fair and transparent procurement process to ensure the Company’s suppliers are following applicable labor and human rights laws and regulations.
- **Supplier Code of Conduct** – The Company expects its suppliers to hold themselves and their suppliers to the same ethical standards as the Company. This policy reinforces that they must abide by fair and humane employment practices and uphold the human rights of workers. Suppliers must also treat employees with dignity and respect as understood by the international community. Issues such as human trafficking, slavery, forced or compulsory labor, and child labor are zero-tolerance violations.

The Company will not tolerate suppliers found to be in violation of these policies or who have been confirmed to be engaged in any unlawful practices or circumstances. The Company reserves the right to terminate its business relationship with any supplier operating in violation of such policies.

Due Diligence Process

The Company’s supplier vetting process utilizes a third-party screening platform and uses best practices within the Company’s internal procurement processes. The Company’s procurement processes preemptively screen and evaluate suppliers for any known ethical and compliance risks. Using a third-party platform assists the Company in validating all new and existing supplier relationships by intelligently identifying risk exposure and mitigation throughout the Company’s supply chain. The third-party screening platform flags known human rights abuses, including forced or compulsory labor and child labor.

Furthermore, both the Company’s legal and compliance teams work closely with its supply chain leaders and procurement teams to maintain responsible sourcing due diligence efforts. Additional emphasis is placed on suppliers located in countries that are either known or perceived to have a higher likelihood of potential forced labor issues. Supply chain risk management efforts and challenges are reported to the Company’s Legal Department, which takes an active role in enforcing the execution of the Company’s policies.



All employees, suppliers, and/or subcontractors can report violations of the Company's policies to its Ethics Team or the Legal Department. Additionally, the Company utilizes a third-party platform for employees to report any issues anonymously.

Training

The Company requires all appropriate employees to be trained on recognizing human trafficking and forced labor in the Company's supply chain, as well as all relevant policies. The training is to ensure a high level of understanding of the risks of forced or compulsory labor, child labor, and human trafficking in the supply chain. Employees receive this training using the Company's online training platform.

Remediation Measures

To date and to the Company's knowledge, the Company has not had to take any actionable measures to remediate any forced or compulsory labor or child labor violations in its supply chain.

The Company believes its policies and the due diligence process outlined above are effective in preventing and reducing the risk of forced labor or child labor in supply chains. Suppliers and Customers within the Company's supply chain are regularly reminded of the Company's zero-tolerance approach to forced or child labor through the requirements established during the contracting process (Purchased Orders, Terms & Conditions, etc.). Lastly, the Company is continually evaluating and evolving its supply chain best practices to ensure all laws, regulations, and ethical standards related to human rights, forced labor, and child labor are adhered to by the Company and the Company's business partners.

Approved and Adopted:

By: *Nick Andy*
Nick Andy
Chief Executive Officer