

## Annual Report (S-211) – Flint Packaging Products

### 1. Introduction

This report has been prepared by Flint Packaging (Business Number: (462892) in compliance with Section 11 of Bill S-211 for the financial year 2025 ending Nov 30, 2025.

Flint Packaging Products is a Canadian manufacturer specializing in corrugated packaging solutions for food, beverage, retail, and industrial sectors. We are committed to ethical business practices and ensure that forced labour and child labour have no place in our operations or supply chains.

This report outlines the specific actions taken by Flint Packaging over the past financial year to address these risks.

### 2. Company Structure, Activities, and Supply Chains

- **Operations:** Manufacturing corrugated boxes, trays, and custom packaging at facilities in Ontario, located at 7250 Martin Grove Road, Woodbridge, ON L4L 9J3\_ Canada
- **Supply Chain Inputs:**
  - Paperboard and recycled fibre sourced from Canadian and international mills.
  - Adhesives and inks from chemical suppliers in North America.
  - Packaging machinery and spare parts from global equipment manufacturers.
- **Customers:** Consumer goods companies.
- **Geographic Footprint:** Raw materials sourced globally, production in Canada, distribution in Canada.

### 3. Policies and Due Diligence Processes

- **Employee Handbook:** All company policies are entered in our employee handbook. Employee handbook is shared with all employees at the time of joining as part of employee orientation.
- **Supplier Selection & Evaluation:** Our supplier selection process emphasizes the quality, reliability of material, products and the ethical standards of the manufacturers. It requires compliance with Canadian law, ILO conventions, and prohibition of forced and child labour.
- **Certifications:** We are ISO9001 certified company. We are also FSC COC (Chain of Custody) certified. Our preference for suppliers / subcontractors is with FSC or PEFC certification. After FSC COC certification, most of our board suppliers and subcontractor in corrugated industry are FSC certified.
- **Procurement Policy:** All contracts include clauses mandating ethical sourcing includes materials and human resources.
- **Due Diligence:** Based on our FSC module, annual supplier questionnaires and risk assessments are completed form all Non FSC suppliers and sub-contractors meeting FSC Core labor assessment guidelines.

#### 4. Future Road map.

- **Supplier code of conduct**

Flint is also planning to start drafting a Supplier Code of Conduct. This document will be shared with all our suppliers. Starting from next year, we will ask all our suppliers to sign this document as part of our commitment to our supply chain standards. This initiative serves as an additional measure to mitigate the risks associated with forced and child labour in our supply chain.

Risk assessment matrix is in progress, which will include but not limited to the following.

- **Risk Assessment and Management**

Flint recognizes that no industry is entirely free from the risks of forced labor or child labor. We are fully aware of these potential risks within our own operations and supply chain, and we are committed to the need to identify risks in our operations & Supply chain activities and continuously updating our policies.

- **Risks:** Recruitment policies, documentation, working conditions, child welfare, supply chain transparency, training, and remediation.
- **Corrective actions:** Must combine legal compliance, proactive monitoring, and child remediation.

#### 5. Measuring Effectiveness

Although Flint Packaging has implemented specific policies & procedures to evaluate our effectiveness in preventing the use of forced labour and child labour, we are committed to reviewing, improving and monitoring our policies.

#### 6. Continuous Improvement:

- Policy reviews and updates, make changes and updates in employee handbook.
- Develop risk register and annually review risk assessments and corrective actions.
- Proactive education and awareness across the organization
- May partnerships with external organisations may include NGOs, regulators, or community groups.
- Participation in industry initiatives. We are SMETA audited company and recently audited by third party from our Customer in business with us.

#### 7. Our Findings / Remediation Measures

- We are SMETA audited company. In our third-party assessments, we have not identified any instances of forced or child labour within our recruitment or supply chains; therefore, we have not had to implement any remediation measures.
- In alignment with the United Nations Guiding Principles on Business and Human Rights, we recognize the critical importance of having robust remediation strategies prepared. We are actively considering the development of strategies to address any such issues that might arise in the future.



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## 8. Publication


- This report will be:
  - Submitted via the Public Safety Canada online portal.
  - Published on Flint Packaging website.
  - Made available to stakeholders upon request.


## 9. 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 this report for Flint Packaging, 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.

## 10. Approval and Sign-Off

This report has been approved by the Management of Flint Packaging on the following Date.

  
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**Signed:** [Rick Carlson],  
General Manager  
Flint Packaging Products Ltd.  
7250 Martin Grove Road,  
Woodbridge, ON L4L 9J3  
Canada

  
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**Date:**