

Statement on the Prevention of Modern Slavery and Human Trafficking

Purpose

This annual report for the 2025 fiscal year has been prepared by Fellowes, Inc. ("the company") solely to fulfill its obligations and reporting requirements under Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act (the "Act").

Structure, Activities, and Supply Chains

Fellowes, Inc. is incorporated in Illinois. In 1974, a Canadian branch was established, operating as Fellowes Canada Ltd. The company markets and sells its products under several key trademarks, including Fellowes, Fellowes Canada, LTD., Fellowes Mobile, Bankers Box, E.S.I., Posturite, and Neo Forma. The primary countries of origin in its supply chain are the United States, Malaysia, China, Vietnam, Taiwan, and Poland. For over one hundred years, Fellowes, Inc. has been a leader in developing and manufacturing office products for both professional and home use. Its product range includes Bankers Boxes, shredders, laminators, binding machines, ergonomic office furniture, and mobile phone accessories.

Policies and Due Diligence Processes

In 2025, Fellowes, Inc. upheld several policies and processes to demonstrate its commitment to complying with relevant forced labor and child labor laws, including:

1. **Supply Chain Review:** Fellowes, Inc. regularly assesses its product supply chain to identify risks related to human trafficking and slavery through an internal evaluation process.
2. **Supplier Audits:** The company conducts routine audits of its suppliers to evaluate manufacturing practices and ensure compliance with corporate standards, particularly regarding human trafficking and slavery. These audits cover all aspects of the supply chain, including environmental safety, human rights, child labor, and other legal requirements.
3. **Purchasing Policies:** Fellowes, Inc. requires direct suppliers to certify that the materials used in products comply with the laws of the countries where they operate. New supplier packets include questions specifically addressing human trafficking, accompanied by the necessary certifications.
4. **Fellowes Supplier Code of Conduct:** Human Trafficking, Compulsory Prison or Slave Labor & Physical Abuse. Suppliers shall not use workers (employees or contractors) obtained through human trafficking, prison labor, forced labor or slave labor, or inflict any physical abuse or corporal punishment. Suppliers shall comply with all laws and regulations prohibiting the same including, without limitation, the Uyghur Forced Labor Prevention Act. Fellowes will not conduct business with Suppliers employing prison labor, forced labor or slave labor.
5. **North Korea Sanctions Act Compliance:** The company adheres to the North Korea Sanctions Act of 2016, as amended by the Countering America's Adversaries Through Sanctions Act, ensuring that no North Korean labor is utilized in its supply chain, given the presumption that such labor is forced.

6. **Uyghur Forced Labor Prevention Act Compliance:** Fellowes, Inc. complies with the Uyghur Forced Labor Prevention Act (UFLPA), enacted on June 21, 2022, which prohibits the importation of goods mined, produced, or manufactured in whole or in part in Xinjiang, or by entities listed on the UFLPA Entity List.
7. **California Transparency in Supply Chain Act Compliance:** The company also adheres to the California Transparency in Supply Chain Act of 2010.

Forced Labor and Child Labor Risks

Fellowes, Inc. is actively assessing and identifying risks related to forced labor and child labor in line with its commitments to comply with relevant modern slavery laws, including the North Korea Sanctions Act of 2016, the Uyghur Forced Labor Prevention Act, and the California Transparency in Supply Chains Act of 2010. The company will continue to evaluate and address risks associated with these protections.

Remediation Measures

Fellowes, Inc. has not found any instances of forced labor or child labor within its operations or supply chains. Consequently, no remediation measures have been implemented.

Remediation of Loss of Income

Fellowes, Inc. has not identified any loss of income for vulnerable families due to measures implemented to eradicate forced labor or child labor in its operations and supply chains.

Training Provided to Employees

Fellowes, Inc. provides employee and management training aligned with the Customs Trade Partnership Against Terrorism (C-TPAT) program, with a specific focus on identifying, preventing, and mitigating forced labor risks within the supply chain. This training is incorporated into the company's ongoing educational curriculum to promote supply chain security, ethical sourcing, and compliance with relevant trade and labor regulations.

Assessing Effectiveness

Fellowes, Inc. conducts regular reviews of its product supply chain, supplier audits, and compliance with modern slavery legislation. Additionally, the company enforces strict purchasing policies, all of which play a key role in minimizing the risk of child labor and forced labor within its operations and supply chain.

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 Fellowes, Inc.

Jameson Eisenmenger
General Counsel and Corporate Secretary
May 5, 2026

