



**PLASMAN™**  
DRIVING TO A BETTER TOMORROW

Awareness.  
Collaboration.  
Compliance.

**2024**

**Report Pursuant to the Act to enact  
the Fighting Against Forced Labour  
and Child Labour in Supply Chains**



Knowledge.  
Reporting.  
Supporting.  
Improving.



# Table of Contents

04 About this Report

04 Our Purpose

06 Structure , Activities, and Supply Chains

10 Policies and Due Diligence Processes

14 Approval and Attestation

”  
We have the  
power to  
create a  
better future  
“



# About this Report

This is a report by Plasman Plastics Inc. in order to comply with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Supply Chains Act”) for the period covering January 1 to December 31, 2024. Note that the policies and descriptions contained herein are applicable to Plasman Plastics Inc. and its Canadian entity (hereinafter “Plasman”).

## Our Purpose

### Mission

Achieving a common goal takes collaboration between our customers, communities, and each other. By taking ownership and accountability, we can manage and control any outcome. And as One Driving Force™, we possess the ability and capabilities to achieve any goal.

**EMBRACE COLLABORATION.  
TAKE OWNERSHIP.  
DELIVER SOLUTIONS.**

We can manage any outcome through collaboration, by being accountable, and believing that together we possess the privileges and capabilities to do so.



### Strategic Direction

- Creating a better tomorrow as One Driving Force™
- We believe that creating a better, more sustainable, and inclusive future is our collective responsibility. Everything we do reflects our relentless passion for sustainability and finding ways to add value for the betterment of all of our stakeholders.

# Values

From how we approach projects to how we treat our customers and employees, our values are at the heart of everything we do. Together, we are stronger, can accomplish more, and shape our future through the embodiment of these values.



**SAFETY &  
INTEGRITY**



**COURAGE**



**COMMUNICATION**



**RESPECT &  
FAIR TREATMENT**

## Our Sustainability Commitments

### SDGs

- |                                       |                                   |                                       |
|---------------------------------------|-----------------------------------|---------------------------------------|
| o Compliance & Transparency           | o Circularity                     | o Responsible Supply Chain Management |
| o Human Rights, Diversity, & Equality | o Innovative Production           | o Competence Development              |
| o Responsible Resource Management     | o Pollution Reduction             | o Business Ethics                     |
|                                       | o Sustainable Products & Services | o Health, Safety, & Well-being        |
|                                       | o Environmental Commitment        |                                       |

## Plasman at a Glance

Canada  
United States  
Mexico  
Sweden  
Belgium  
Norway  
Portugal  
Czech Republic  
Germany  
Japan



For additional information on Plasman's purpose, mission, vision, values, strategic directions, corporate social responsibility, and activities, please refer to our annual Sustainability Report located on our website.

[www.plasman.com](http://www.plasman.com)

# Structure, Activities, and Supply Chains

## Structure and Activities

Plasman, incorporated under the Canada Business Corporations Act, is a leading global manufacturer in automotive components for the automotive industry. We are headquartered in Windsor, Ontario, Canada, and Gothenburg, Sweden. With thousands of employees worldwide, we operate manufacturing, engineering, and sales locations in Canada, the United States of America, Mexico, Sweden, Belgium, Norway, Portugal, Czech Republic, Germany, and Japan. Our product capabilities include single-source solutions for tooling, injection molding, chroming, paint applications, exterior trim, and assembly – from concept to completion.











# SUPPLY CHAINS

Supply chains are integral to Plasman's operations. Working together with our supplier partners, ensuring responsible sourcing of raw materials, providing transparency on their origins, and working towards eliminating conflict minerals is on the top of our agenda. By considering the economic, environmental, and social aspects of our shared logistics systems, we mitigate any adverse effects of the transportation of raw materials and finished products. Plasman considers global risks like cyber security, data privacy, and risks to stakeholders to work towards mitigating risks in our supply chain.

The components we purchase are used in bumpers, grilles, exterior trim, and subsystem components for the automotive industry.

In 2024, our supply chains were comprised of companies specializing in the fields indicated below.

The main countries where our suppliers to our Canadian operations are located are Canada, the United States, Mexico, China, South Korea, and Taiwan. We actively engage our suppliers in our sustainability journey by communicating our Supplier Code of Conduct and conducting sustainability assessments. These assessments address topics including, but not limited to, human rights and working conditions, business ethics, non-discrimination, anti-corruption measures, forced and child labour, freedom of association, health and safety, and environmental stewardship.

This is all outlined in our Human Rights Guidelines and Code of Business Conduct and Ethics, which pledge that Plasman does not condone child or forced labour in any of our international facilities or operations. We aim to make this pledge stronger by pledging zero tolerance to modern day slavery across our supply chain. For more details about our due diligence process, please refer to the following section.

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# Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

## POLICIES AND PROCESSES IMPLEMENTED

At Plasman, we are dedicated to conducting our business with honesty, integrity, and the highest possible ethical standards and in compliance with laws and regulations. Our policies, procedures, and commitments address human rights, including the prohibition of child and forced labour, health and safety, diversity and inclusion, no discrimination or harassment, freedom of association, the environment and corruption. Plasman takes measures to prevent and eliminate human trafficking and any form of modern slavery. We adhere to ISO 14001 and IATF certification.

During 2024, our Sustainability, Purchasing, Supplier Development, Legal, and Human Resource teams worked together to map the activities needed to comply with the Supply Chain Act.

We have an array of processes in place to support our commitments to responsible procurement and ensure our human rights commitments are fulfilled throughout our supply chain.

## OUR EMPLOYEES

True to our core values, we are proud of our commitment to an Open Door Policy that welcomes every employee's question and concern at any time without employee fear of retaliation. Additionally, Plasman provides an alternative reporting method that is accessible to all employees. Through a third-party, the Plasman Hotline provides employees with a confidential service worldwide via toll-free live operator services or a web-based reporting system. All reports are formally investigated and resolved to ensure that Plasman is committed to our code of conduct, core values, and operating standards.

Among the topics to report are conduct violations, internal business policy compliance violations or concerns, wrongdoing, and misconduct that compromises the integrity of employees and the company, including any suspect activity regarding forced labour and child labour within our supply chain.

Plasman is committed to observing all applicable employment, wage, and working hours laws, offering employment opportunities, compensation, and benefits to all members of our workforce in a fair, objective, and equitable manner. This ensures a voluntary recruitment process in our operations.



Our Human Rights Guidelines and Code of Business Conduct and Ethics are available to all employees, and they outline the core principles of the prohibition of child labour and forced labour, as well as the definition of child labour. During 2025, we are expanding the content and designing the best means to provide training in these topics and target deployment by Q4 2025. We will be able to track completion level as a performance indicator.

Our due diligence processes include actions to safeguard against human rights abuses in any part of our business and in our supply chain. As part of our initiative to internally identify and mitigate any related risks, internal audits which assess social welfare policies and the compliance thereof are in place.

During 2024, no issues related to forced labour or child labour were identified through the processes and tools described above within our operation, therefore, no measures were needed to be taken to remediate forced labour or the loss of income to the most vulnerable families affected.

## Policies

- Code of Business Conduct and Ethics
- Human Rights Guidelines
- Employee Handbook

## Tools

- Ethics Hotline

## OUR SUPPLIERS

In 2023, Plasman revised our Supplier Assessment Questionnaire to enhance questions related to policies covering forced labour and child labour. This updated questionnaire launched in January 2024 in North America. [Plasman's Supplier Portal](#) is home to key forms and vital information needed to do business with Plasman, including our [Supplier Code of Conduct](#).

We partnered with EcoVadis in the beginning of 2024 to take steps in mapping, gathering information, developing action plans, and engaging with suppliers to prevent and reduce the risk of forced and child labour in Plasman's supply chain.

We intend this due diligence to embed responsible business conduct into our supply chain and to help us understand and mitigate these risks.

## Policies

- Supplier Code of Conduct

## Tools

- [Supplier Assessment](#)
- Ethics Hotline
- EcoVadis

## RISK OF FORCED LABOUR OR CHILD LABOUR IN OUR SUPPLY CHAINS AND STEPS TAKEN TO ASSESS AND MANAGE THE RISK

During the final quarter of 2023, our Sustainability Team began doing their due diligence learning about the requirements and timeline of the Act and how it would apply to Plasman.

Plasman partnered with EcoVadis in the beginning of 2024 to take steps in mapping, gathering information, developing action plans, and engaging with suppliers to prevent and reduce the risk of forced and child labour in Plasman's supply chain.

During 2024, we used EcoVadis IQ Plus as a contactless risk screening tool based on inherent sustainability risks (country and industry), and procurement risk (criticality and spend levels). For further prioritization, we used the Modern Slavery lens feature to understand specific modern slavery risks and the Action Priority levels, segmented into Moderate, Strategic, and Critical. Critical rated suppliers were added into the EcoVadis Sustainability Ratings feature, an in depth, evidence-based management system desktop review with analysts' document verification covering child/forced labour to gauge their residual risks. These suppliers, as well as suppliers with a strategic action plan with available ratings in EcoVadis, were invited to share their ratings with Plasman. Out of those ratings shared with Plasman, we further analyzed their responses through the Modern Slavery Dashboard that aggregates all child/forced labour related Improvement Areas results to help prioritize suppliers requiring interventions and corrective actions.

During 2025, efforts will be put into ensuring the inclusion of undefined suppliers as part of risk screening, and the suppliers that have not yet shared their EcoVadis rating with Plasman, to either share their rating or to look for alternative ways to account for their assessment. In parallel, we will focus on suppliers with high modern slavery action priority levels.



## **MEASURES TAKEN TO REMEDIATE FORCED LABOUR IN OUR SUPPLY CHAIN**

The 360° Watch resource within EcoVadis Ratings confirmed that none of our suppliers within EcoVadis Ratings were identified to have any significant adverse reports regarding child/forced labour and/or human trafficking. No measures to remediate forced labour were needed to be taken in 2024.

## **MEASURES TAKEN TO REMEDIATE THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES THAT RESULTS FROM MEASURES TAKEN TO ELIMINATE THE USE OF FORCED LABOUR OR CHILD LABOUR**

The 360° Watch resource within EcoVadis Ratings confirmed that none of our suppliers within EcoVadis Ratings were identified to have any significant adverse reports regarding child/forced labour and/or human trafficking. No measures to remediate the loss of income to the most vulnerable families that results from measures taken to eliminate the use of forced labour or child labour needed to be taken in 2024.



# ASSESSMENT OF EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR ARE NOT BEING USED IN OUR SUPPLY CHAIN

Through the corrective action plan feature within EcoVadis, we will be able to request and track corrective actions based on results from Ratings. This will allow us to engage suppliers and ultimately drive improvement in our supply chain to measure the effectiveness of their actions to address forced labour and child labour.

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## Approval and Attestation

In accordance with the requirements of the Supply Chains 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 Supply Chains Act, for the reporting year listed above.

  
Justin Steil (May 28, 2025 09:44 EDT)

**Justin Steil**  
Director

  
Mark Sullivan (May 28, 2025 11:30 EDT)

**Mark Sullivan**  
Chief Executive Officer