



Awareness.  
Collaboration.  
Compliance.

**2025**

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

Knowledge.  
Reporting.  
Supporting.  
Improving.



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”  
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, 2025. 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 Human Rights, Fairness & Equal Opportunity
- o Health, Safety & Well-being
- o Competence Development
- o Compliance & Transparency
- o Business Ethics
- o Responsible Supply Chain Management
- o Environmental Commitment
- o Responsible Resource Management
- o Pollution Reduction
- o Circularity
- o Innovative Production
- o Sustainable Products & Services
- o Innovative Production

## Plasman at a Glance

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



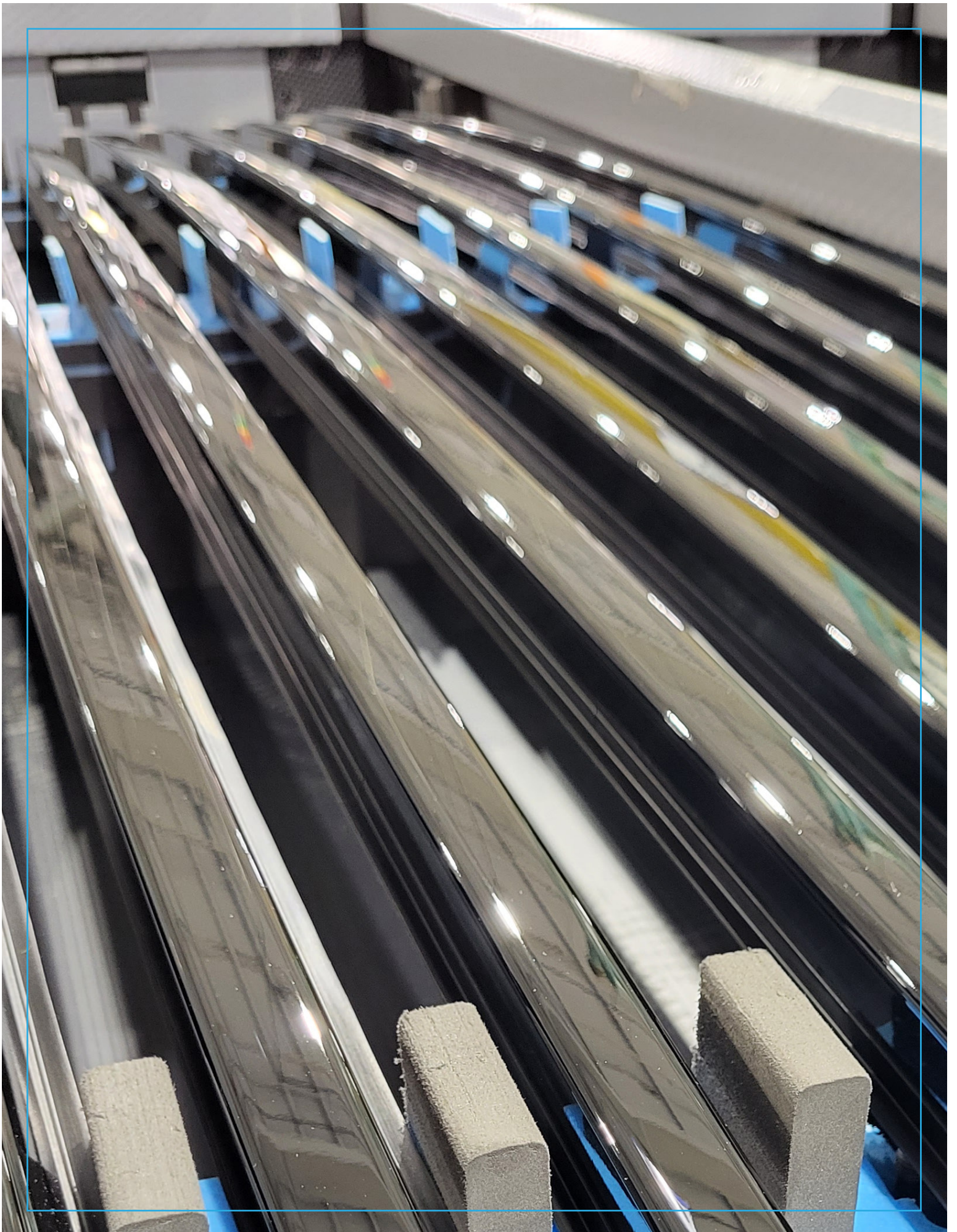
For additional information on Plasman's purpose, mission, vision, values, strategic directions, corporate social responsibility, and activities, please refer to our annual Sustainability Report located on our website.

# 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 2025, our supply chains were comprised of companies specializing mainly in the following fields: electronics, fasteners, noise & vibration reduction material, molded & extruded plastic/rubber components, metal brackets, general purpose chemicals & adhesives, calibration & testing, paint and plastic resin.

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; fairness and equal opportunity; anti-harassment and anti-discrimination; freedom of association; environmental protection; and corruption prevention. Plasman takes measures to prevent and eliminate human trafficking and any form of modern slavery. We adhere to ISO 14001 and IATF certification.

During 2025, our Sustainability, Purchasing, Supplier Development, Legal, and Human Resources teams continued with 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 expanded the content and designed the best means to provide training in these topics. Forced and child labour topics have been incorporated into the annual compliance training program, achieving a 98% completion rate by the end of 2025. For 2026, the annual compliance training is scheduled for the fourth quarter, with a maintained target completion rate of 98%, accounting for the onboarding of new employees.

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 2025, no issues related to forced labour or child labour were identified through the processes and tools described above within our operations, 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**

The updated Supplier Assessment Questionnaire launched in January 2024 in North America, is enhanced to cover forced labour and child labour topics. Plasman's Supplier Portal is home to key forms and vital information needed to do business with Plasman, including our Supplier Code of Conduct, which also includes prohibition of forced/child labour within the supply chain.

In 2025, the Supplier Quality department in North America initiated the transition to the Supplios supplier management platform. This implementation is intended to standardize and enhance supplier communication, strengthen performance and compliance monitoring, and improve overall supplier engagement. Furthermore, the platform will serve as a critical tool to proactively identify, prevent, and mitigate risks associated with forced and child labour within 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
- Supplios

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

In 2025, Plasman revised its strategy to address the risks of forced and child labour within its supply chain. As a primary objective, efforts in North America focused on centralizing supplier management to ensure consistent oversight and accountability. As a subsequent step, requirements will be systematically reinforced and cascaded throughout the supply chain.

To support this approach, the Supplier Quality department conducted a comprehensive evaluation of available solutions and selected Supplios as the designated supplier management platform. The implementation and transition to this system are currently in progress and are expected to be completed by 2026.

Upon full implementation, this process will enable Plasman to assess all suppliers on forced and child labour risks in a comprehensive and systematic manner, eliminating reliance on probabilistic approaches and significantly reducing the risk of omission. This represents a more robust, thorough, and effective framework than the strategy established in 2024.

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

Through current processes in place, none of our suppliers 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 2025.

## **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**

Through current processes in place, none of our suppliers 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 2025.



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

Through Supplios platform, we will be able to request and track closely corrective actions of our suppliers should it be needed.

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 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 W Steil

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**Justin Steil**

Director

*Mark Sullivan*

Mark Sullivan (May 28, 2026 08:41:41 EDT)

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**Mark Sullivan**

Chief Executive Officer

**Signature:** *Justin Steil*

Justin Steil (May 28, 2026 11:18:09 EDT)

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