

Forced Labour Report for C-P Flexible Packaging

This report (“**Report**”) is made in compliance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) by C.P. Converters Canada, ULC (“**C-P**” or “**the Company**”). This is C-P’s first statement. It describes the approach and actions taken by C-P to address risk of forced labour and child labor in its operations and supply chain during the year ended December 31, 2023. The Company’s Board of Directors, as the principal governing body, approved the statement on June 27, 2024.

About Us

C-P is one of the top flexible packaging companies in North America producing a variety of products for food, health & wellness, household chemicals, and much more. We currently have nine manufacturing facilities.

Our Canadian manufacturing facility is located in Aurora, Ontario. C-P’s Aurora plant has a wide range of capabilities from 10-color flexo printing to extrusion and adhesive lamination, in-house graphics, paper die cutting, and more. Our team helps guide brands in any market (snack, pet food, confectionary, etc.) through the flexible packaging process from start to finish.

Our Supply Chains and Risks of Forced Labour or Child Labour

C-P manufactures a variety of goods in Canada including:

- Printed rollstock
- Premade pouches
- Peel and reseal rollstock
- Laser-scored pouches or rollstock
- Pre-applied Inno-Lok® zippers
- Flexible packaging for cold seal applications
- Wicketed bags
- Roll-fed labels
- Stretch sleeves
- Shrink sleeves
- Patented die-cut window rollstock
- Window paper bags
- Recyclable packaging
- Compostable packaging

C-P also imports goods into Canada, including the raw materials needed for its manufacturing activities, such as resins, films, ink, foils, zippers, and adhesives.

C-P sources its raw materials from around the world and from a broad range of international suppliers. The Company is aware that this introduces risks of forced labour within our supply chains. These risks vary with respect to certain regions of the world and certain products. Certain regions have higher risks

of forced or child labour and human rights violations than others. C-P acknowledges also the additional risks posed by limited visibility into its upstream suppliers.

Our Policies and Due Diligence Procedures

C-P is committed to ensuring that ethical practices are carried out across its organization. This commitment is outlined in the Company's Corporate Social Responsibility Policy. This policy also highlights C-P's commitment to not using child labor or any form of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, any form of human trafficking nor employing workers under the school-leaving age.

C-P has a Flexible Procurement Process and Strategy, which highlights the Company's goals to work with suppliers that not only provide quality products but are also driven by sustainability and ethical considerations. C-P also has a Conflict Minerals Policy, ensuring that it does not source conflict minerals that fund armed groups in the Democratic Republic of Congo and adjoining countries.

Training

C-P does not currently maintain training specific to forced or child labour in its supply chains. However, certain C-P employees are required to complete a training course on the Corporate Social Responsibility Policy every year, which outlines the Company's commitment against forced and child labour.

Assessing Effectiveness of Canadian Linen's Actions to Prevent Forced Labour

C-P maintains the rights to audit its suppliers' facilities. C-P also reserves the right to disqualify a supplier for unethical business conduct, including the use of forced or child labour. Suppliers are encouraged to report any ethical concerns or policy violations to C-P Flexible Packaging's Vice President of Procurement.

Remediation

As of December 31, 2023, C-P has not faced situations of forced labour or child labour and has therefore not had to remedy such situations.

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 Act, for the reporting year listed above.

By: 

Name: Mike Hoffman

Title: President and CEO

Date: 6/26/2024

I have the authority to bind C.P. Converters Canada, ULC.