

## **Forced Labor Report for Mold Hotrunner Solutions**

This report (“Report”) is written in compliance with Canada’s *Fighting Against Forced Labor and Child Labor in Supply Chains Act* (the “Act”) by Westfall Technik, LLC (“Westfall”), a Delaware limited liability company, for its subsidiary Mold Hotrunner Solutions (“MHS”).

This report has been prepared for the calendar year ending December 31, 2023.

### **Who We Are: Vision, Mission, and Values**

Westfall is headquartered in Tempe, Arizona, United States of America. We provide end-to-end manufacturing solutions for the complete life cycle of molded plastic parts. We serve multiple vertical markets with a multi-site global footprint; delivering customer lifetime value. Through selective integration of core competencies, our high-end manufacturing solutions are created for producing plastic parts in healthcare, consumer packaged goods and light industrial vertical markets. As a responsible corporation manufacturing premium-quality, we are committed to responsibly using all resources and safeguarding the communities and environments in which we operate.

Mold Hotrunner Solutions is located in Milton, Ontario, Canada. It is a global supplier of hot runner systems, injection molding machines, controllers, and engineering support for manufacturers of high-quality plastic parts. As a Westfall Technik brand, we provide end-to-end solutions driven by our innovation and high-performance technology to make better parts. MHS works with global industry leaders to provide top quality hardware and machines to our customers focusing on real world applications. Our team of experts engineer, design, build and test to the high level of precision expected by our customers and the industry.

### **Our Supply Chains**

Westfall Technik’s supply chain is multifaceted and intricate. We collaborate with an assortment of suppliers to furnish goods and services that bolster the achievement of our business goals. Predominantly, we engage with U.S. suppliers, but our network extends to a diverse range of companies, from local enterprises to multinational corporations. Our supplier base is vast, numbering in the thousands, and they provide us with both the raw materials for our product manufacturing and the support services for our day-to-day operations.

### **Risks of Forced Labor or Child Labor in Our Supply Chain**

Westfall Technik’s employees and those with whom we do business understand that we are committed to earning their trust with a set of values that represent the highest standards of quality, integrity, excellence, compliance with the law, and respect for human rights. We believe that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in our workplaces and the workplaces of those who are authorized to directly supply our business.

Westfall prioritizes ensuring that its operations adhere to relevant laws and regulations. As our Supplier Code of Conduct states, child labor, forced labor, and abuse of labor is prohibited. We consider the risk for forced labor and child labor to be taken seriously and for all potential incompliances with our policy to be reported immediately to our grievance hotline. It is expected that suppliers will maintain a secure work environment. It



is crucial for suppliers to comply comprehensively with all health and safety laws relevant to the operation and utilization of facilities where products are produced or stored for us.

## **How We Work to Ensure Our Supply Chains Are Free of Forced Labor and Child Labor**

Westfall is committed to supporting responsible sourcing of its materials from suppliers that share our values around human rights and ethics.

### **1. Our Policies and Due Diligence Processes**

Westfall prides itself on being a good business entity to all stakeholders. Westfall's Supplier Code of Conduct lays out the obligations of its suppliers. The Code of Conduct formalizes Westfall's expectation that our suppliers be good corporate entities and comply with all applicable laws and regulations, including those governing the manufacture of our products, safety, child labor, employment labor, and the environment. Westfall takes its values and its Code of Conduct seriously. We view it as the foundation and critical element of any supplier relationship. Westfall Technik suppliers are expected to sign our Supplier Code of Conduct or provide their own aligned with ours. All new suppliers are expected to sign our own Supplier Code of Conduct.

In addition, the policies and procedures of Westfall also apply to MHS. This includes the Westfall Employment At-Will Policy, Code of Conduct Policy, and Human Rights Principles. Westfall confirms that it requires its suppliers to comply with its various policies and procedures, including that they not engage in or support the use of child labor or forced or involuntary labor.

### **2. Employee Training on Forced Labor and Child Labor**

Westfall publishes relevant policies prominently on its Intranet. Buyers are trained on the Supplier Code of Conduct. Further, Westfall provides Code of Business Conduct training to its employees. Each of these covers the topics of forced and child labor.

### **3. How We Monitor Ourselves and Our Suppliers**

Pursuant to Westfall's Code of Conduct, we maintain internal accountability standards to address employees, contractors or suppliers who fail to meet company standards regarding slavery and human trafficking. Internal buyers are trained on the Supplier Code of Conduct. Policies are reviewed annually or biannually, depending on the policy, to make updates on changing compliance and identified gaps in language or effectiveness.

Information regarding a potential violation of the Westfall's Code of Conduct and the Human Rights Principles, whether discovered by MHS, Westfall, employees and agents, or suppliers, and their employees and agents, should be promptly reported to the Westfall Human Resources Department or Legal Department immediately. Concerns can also be reported confidentially through the Westfall Ethics and Reporting Hotline by calling 702-899-3369, or email [ethics@westfall-technik.com](mailto:ethics@westfall-technik.com). Grievances are tracked as performance indicators.

MHS and Westfall prohibit retaliation against anyone who reports a concern in good faith.

MHS assesses its effectiveness via Westfall Technik corporate structures, policies, and procedures. When hiring, employee documents are verified to ensure employees meet legal working age requirements. E-Verify is used for U.S. employees to verify that they are authorized to work in the United States.



Hours worked are monitored to ensure that overtime hours are compensated appropriately, are within legal limits, and provide a work-life balance for employees. Weekly reports on hours worked are created and uploaded weekly into Adaptive. Many sites track KPIs (key performance indicators) and have internal goals to reduce overtime worked.

Social Compliance Audits are conducted at least annually to randomly select internal employees and verify that they are above 18 years of age, have required documents in place for employment, and have been trained on business ethics.

Another metric for assessing effectiveness is the EcoVadis questionnaire, which Westfall Technik submits and is scored on annually. This provides metrics specifically related to Labor & Human Rights and identifies strengths and improvement areas. Westfall strives to improve its EcoVadis score year over year to improve our practices, demonstrate our commitment to ESG, and provide transparency of internal and supply chain practices to our stakeholders.

### **How We Have Addressed Reported Risks or Use of Forced Labor or Child Labor in our Supply Chains**

As of December 31, 2023, Westfall has not faced situations of forced labor or child labor and has therefore not had to remedy and rectify such situations.

#### **Attestation**

Westfall's Vice President of Compliance and Regulatory for the principal governing body, approved the report on May 30, 2024.

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.

A handwritten signature in black ink, appearing to read 'Jeff Mackenzie', with a long horizontal line extending to the right.

Jeff Mackenzie  
Vice President of Compliance and Regulatory  
May 30, 2024

I have the authority to bind Mold Hotrunner Solutions.