

2023 Supply Chains Act Annual Report

This report constitutes the inaugural annual report (the “**Report**”) of Evans Adhesives Canada Inc. (“**Evans**”, “**we**”, “**us**” or “**our**”) filed and published pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “**Supply Chains Act**” or the “**Act**”) for the twelve-month financial year ended December 31, 2023 (the “**Reporting Period**”).

1. Our Structure, Operations and Supply Chains

Evans is incorporated under the *Canada Business Corporations Act*. It is a subsidiary of Evans Adhesives Corporation, based in Columbus, Ohio, United States, itself part of the Meridian Adhesives Group, with headquarters in Charlotte, North Carolina, United States (“**Meridian**”).

Evans only operates in Canada from its single Industrial Packaging Division site located in Saint-Eustache, Quebec, Canada. Evans employs over 30 people.

Evans sells goods in Canada or abroad, distributes goods in Canada or abroad, or imports into Canada goods produced outside of Canada.

We formulate, manufacture and distribute industrial adhesives focused on the packaging market. We offer water-based, hot melt, and pressure-sensitive adhesives that can perform under extreme conditions. Our client base is comprised of players in the general product and food packaging, paper converting, construction and millwork industries.

We source the majority of our material from the United States. Out of our ten largest suppliers nine are based in Canada or the United States and one is located in China.

2. The Steps We Have Taken during the Reporting Period to Prevent and Reduce the Risk of Forced Labour and Child Labour

Evans’ current Code of Ethics (the “**Code**”) was adopted by our ultimate parent company, Meridian, and is applicable to Evans. During the Reporting Period, we continued to implement our Code of Ethics discussed in section 3(a) of this Report.

Except from the continued implementation of the Code no additional steps were taken during the Reporting Period to prevent and reduce the risk of forced labour and child labour in our operations and supply chains.

3. Policies, Due Diligence and Controls

The Code which governs at a high-level issues related to business practices, employee relationships, customer relationships, community and the environment applies to all Meridian’s subsidiaries, including Evans.

(a) Code of Ethics

The statements set forth in the Code must be upheld by all our employees and representatives. They owe a duty to Meridian, its customers and community to act in a way that will merit the continued trust and confidence of our community and those with which we do business.

Evans, its employees and representatives must ensure that there is no forced labour, including prison labour, indentured labour, bonded labour or other forms of forced labour used in our activities.

Moreover, the use of child labour is not permissible. Our workers cannot be younger than 16 years old or the compulsory age to be in school in the jurisdiction in which they live. We will not partner with entities, including suppliers, who use child labour in any of their facilities.

We comply and follow all applicable local, provincial and federal laws relating to employment, wage and work hours. We uphold true and fair employment practices.

Beyond the statements established in our Code, it is our policy to comply with all laws, rules and regulations applicable to the business and countries in which we operate. In the case of Evans, this includes laws relating to forced labour and child labour applicable in Quebec, Canada.

4. Risk Assessment Methodology and Results of Assessment

During the Reporting Period, we did not make any assessment of the potential risk related to forced labour and child labour in our operations and supply chains. In the future, we plan to roll-out a compliance program which may include a questionnaire designed to specifically address the issue of forced labour and child labour which we initially plan to send to our Tier 1 (direct) suppliers.

5. Risks of Forced Labour and Child Labour in our Operations and Supply Chains

To our knowledge, during the Reporting Period we have not identified risks of forced labour and child labour in our operations and supply chains, although we recognize that this assessment was performed on a preliminary basis without recourse to the risk assessment tools that a robust compliance program could provide us with.

6. Remedial Action Taken during the Reporting Period

Since we have not identified any forced labour or child labour in our activities and supply chains during the Reporting Period, we have not taken any remediation measures during the Reporting Period.

7. Our remediation processes

All our employees are instructed and encouraged to report any violation to our Code and to, more generally, our commitment to true and fair financial, business and employment practices which would include denunciation of occurrences of forced labour and child labour in our operations or supply chains. They should report these potential violations to their manager or other management personnel without fear of retribution.

8. Remediation actions for the loss of income to the most vulnerable families that results from any measure taken to eliminate forced labour and child labour from our operations and supply chains

Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains during the Reporting Period.

9. Our training

We have no director, officer or staff training in place at the moment dealing with forced labour and child labour in our operations and supply chains.

10. Assessing our effectiveness

No assessment of our effectiveness to prevent and reduce the occurrence of forced labour and child labour in our operations and supply chains was conducted during the Reporting Period and until we put in place a compliance program to address this issue we are not contemplating performing an annual assessment of our effectiveness with regards to our action to prevent and reduce forced labour and child labour in our operations and supply chains. We expect to roll-out our initial assessment process in 2024.

11. Our consultation and governance process

In preparing this Report, Evans consulted with key areas of our organization, including Procurement, Human Resources, the Legal Department and our external legal counsel. These teams operate across our enterprise. This consultation process has supported our enterprise-wide approach to forced labour and child labour.

12. Approval

This Report was approved by the board of directors of Evans Adhesives Canada Inc. pursuant to section 11(4)(a) of the Act on May 21, 2024.

13. Conclusion

Evans is committed to preventing forced labour and child labour from taking place in its operations and in its supply chain. Accordingly, we expect to improve and/or develop policies, procedures and practices to address these value chain risks in the future.

14. 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.

Dated this 24th day of May, 2024

Evans Adhesives Canada Inc.

DocuSigned by:
Per: Wayne Byrne
Wayne Byrne, Director, I have the authority to bind Evans Adhesives Canada Inc.