



May 15, 2024

Forced Labour Report

This report is for the following reporting entity, DuBois Chemicals Inc. for the financial reporting year, 2023. This is the first report to be submitted for the fiscal year, 2023. This report is not a joint report with any additional entities. DuBois Chemicals Inc. is not subject to reporting requirements under supply chain legislation in another jurisdiction.

The following categorizations apply to DuBois Chemicals Inc.: has a Canadian business presence (has a place of business in Canada, does business in Canada, and has assets in Canada). DuBois Chemicals Inc. meets the following size-related thresholds: has at least \$20 million in assets for at least one of its two most recent financial years, has generated at least \$40 million in revenue for at least one of its two most recent financial years, and employs an average of at least 250 employees for at least one of its two most recent financial years.

DuBois Chemicals Inc. operates in the Manufacturing and Transportation & Warehousing sectors/industries, and the headquarters of DuBois Chemicals Inc. is located in The United States.

DuBois Chemicals, Inc., its subsidiaries, and affiliates are a leading global specialty chemical and services manufacturer committed to helping its customers solve complex challenges and improving quality of life around the world. DuBois Chemicals, Inc.'s commitment to delivering enhanced product quality and cost-effectiveness to its customers in specific industries has yielded outstanding results. By leveraging advanced chemistry, equipment solutions, comprehensive manufacturing process expertise, and localized technical support, DuBois Chemicals Inc. consistently creates unparalleled value.

DuBois Chemicals Inc. is dedicated to upholding ethical, responsible, and sustainable business practices. DuBois Chemicals Inc. is taking steps to prevent and reduce the risk that forced labour or child labour is being used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada.

DuBois Chemicals Inc.'s structure is accurately described as a Corporation. DuBois Chemicals Inc. produces goods (including manufacturing, extracting, growing and processing) in Canada and outside of Canada, sells goods in Canada and outside Canada, distributes goods in Canada and outside Canada, imports into Canada goods that were produced outside Canada, and controls an entity engaged in producing, selling, or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada.



DuBois Chemicals Inc. has addressed forced labour and child labour in their Global Human Rights Policy which outlines that DuBois Chemicals Inc. prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking.

DuBois Chemicals Inc. currently has policies and due diligence processes in place related to forced labour and/or child labour. The due diligence processes include embedding responsible business conduct into policies and management systems. DuBois Chemicals Inc. uses due diligence as a means to identify and prevent human rights risks to people in our business and value chain. Where DuBois Chemicals Inc. has identified adverse human rights impacts resulting from or caused by their business activities, they are committed to provide for or cooperate in, their fair and equitable remediation.

DuBois Chemicals Inc. has, at this time, not identified any risks of forced labour or child labour being used in its activities and supply chains. DuBois Chemicals Inc. has started the process of identifying risks, but there are still gaps in their assessment. There have been no identified risks at this time.

DuBois Chemicals Inc. deployed a Supplier Code of Conduct that emphasizes supplier obligations to adhere with all relevant legal requirements and establishes the standards and expectations for DuBois Chemicals Inc. suppliers to ensure social, environmental, and ethical practices. Suppliers are required to proactively prevent involvement in modern slavery. This code serves as a guiding framework for DuBois Chemicals Inc. suppliers, assisting them in conducting business with integrity, compliance with relevant laws and regulations and industry standards. DuBois Chemicals Inc. expects their suppliers to share their commitment to environmental stewardship, social responsibility, and ethical business practices.

DuBois Chemicals Inc. has not, at this time, identified forced labour or child labour risks in its activities and supply chains. DuBois Chemicals Inc. expects their suppliers to share their commitment to environmental stewardship, social responsibility, and ethical business practices. Suppliers have a proactive obligation to prevent any involvement in modern slavery, which encompasses practices such as servitude, forced or compulsory labor, human trafficking, sex trafficking, and forced, bonded, or indentured labor. Suppliers are required to prohibit the use of illegal child labor in their work practices. Suppliers must take measures to ensure that no individuals falling within this definition are engaged in their operations.

DuBois Chemicals Inc., at this time, has not identified any forced labour or child labour in DuBois Chemicals Inc. activities and supply chains; there are no measures needed to remediate any forced or child labour in its activities or supply chains.



DuBois Chemicals Inc., at this time, has 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, thus no measures have been taken to remediate said loss.

DuBois Chemicals Inc. does not currently provide mandatory training to all employees on forced labour and/or child labour since DuBois Chemicals Inc. does not employ anyone under the age of 18. Forced labour and child labour training will be deployed and mandatory for employees starting in 2024.

DuBois Chemicals Inc. currently has policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains. DuBois Chemicals Inc. does this by having forced labour and child labour policies as standard language in their supplier agreements that must be agreed to and signed by each supplier. Suppliers must abide by human rights principles in all aspects of their business and operations. It is expected that suppliers proactively identify and address potential risks and actual adverse impacts on human rights associated with their activities and business relationships. They should take proactive measures to minimize risks, prevent human rights abuses, and rectify any adverse impacts caused by their activities or business relationships, both domestically and internationally.