



Report

Bill S-211 - Fighting Against Forced Labour and Child Labour in Supply Chains Act

Summary:

The purpose of this Act is to implement Canada's international commitment to contribute and report on the measures taken to prevent and reduce the risk of forced labour or child labour used in their supply chains.

In compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act from this point on, Wedlock Paper Converters Ltd. will evolve to reflect the new priorities set by the Act with immediate effect.

Wedlock Paper Converters Ltd: Structure, activities & supply chain

Founded in 1932, Wedlock Paper Converters is a privately owned Canadian company. Wedlock Paper Converters Ltd manufacture packaging for the food industry, specifically flour and sugar. We house high-tech Miraflex Presses and Triumph converting bag machines by Windmüller & Holscher.

Providing customers with flexibility of customising both their packaging design & size. We buy raw materials from suppliers, print, and convert them into packaging products for food industry. We are an AIB, SQF certified facility.

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Wedlock Paper Converters Ltd: Policies and due diligence

1. Assess supply chain:

Wedlock Paper Converters Limited has a long-standing relationship with raw material supplier's of the same mindset regarding child and forced labour.

Due diligence begins with an assessment of the likelihood that the goods and services our company buys are made, fully or in part, by forced or child labour.

Wedlock Paper Converters Limited has engaged with our vendors and received confirmation and acknowledgement of their compliance of the Bill S-211 mandate.

2. Act to address risk & effectiveness

Wedlock Paper Converters Limited will monitor any potential impacts associated with its operations and those with our supply chain and will act accordingly.

Our code of conduct is expected throughout our operations by all employees which includes compliance with all rules and regulations and ethical behaviour.

3. Risk Assessment & Monitoring

Wedlock Paper Converters Ltd will assess and ensure any new vendors adhere and understand our code of conduct and expectations as they are onboarded. Wedlock Paper Converters Ltd vendors are expected share their own policies and procedures and acknowledgement of the Bill S-211 mandate. Long term vendor's already have this policy in place and have also acknowledged our request by filling out and returning the form shown in Appendix A.

4. Identify Source Countries

Wedlock Paper Converters Ltd sources from Canada, United States and Czech Republic

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Wedlock Paper Converters: 2024 Reporting Deliverables

For the 2024 reporting period, Wedlock Paper Converters Ltd has committed to the following training deliverables to raise awareness about child and forced labour during the onboarding process:

Training Objectives

- Understand the underlying causes of child labour and the negative impact on business and society.
- Strengthen knowledge of responsible recruitment, international and local standards, and legal provisions.
- Learn best practices in responsible recruitment to prevent forced and child labour and how to enforce these practices.
- Management commit to on-going awareness and training.

Wedlock Paper Converters: 2025 Reporting Initiatives

1. Continue to or re-engage with our suppliers to reduce the risk of forced and child labour within WPCL's supply chain.
2. Monitor for the development and publication of awareness-raising materials in order to
 - Continue training objectives for existing employees involved in supply chain procurement, purchasing and/or buying
3. Ensure training objectives are completed for any new employees involved with supply chain.
4. Identify and monitor risk areas and mitigation measures within our supply chain.

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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.

Brandon Wedlock
Chief Operating Officer
Wedlock Paper Converters Ltd.

Date: May 30, 2025

A handwritten signature in black ink, appearing to read "BW-7-K", is written above a horizontal line.

Brandon Wedlock
COO
Wedlock Paper Converters LTD

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Appendix A: Sample Vendor Acknowledgement Form

Organization name

Address

Re: Bill S-211 Mandate “Fighting Against Forced Labour and Child Labour in Supply Chains Act”

With reference to the recent ACT passed by the Federal Government of Canada – Bill S-211 (*Fighting Against Forced Labour and Child Labour in Supply Chains Act*) effective on January 1, 2024, we are obliged to report about our business compliance to the Act and as a vendor supplying materials to our process, your support in this would be appreciated.

The purpose of this Act is to implement Canada’s international commitment to contribute to the fight against forced labor and child labor through the imposition of reporting obligations

As we are an entity producing goods in Canada, we are obligated to provide proof to government and ensure we abide by the policies of the Act throughout the supply chain process. Please ensure you are compliant and sign the below acknowledgement for our records & reporting purposes.

Sincerely,

Wedlock Paper Converters Ltd

Acknowledgement:

_____ does not employ Child Labour or Forced Labour

Name:

Title:

Date:

Signature:

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