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May 10, 2025

Forced Labour and Child Labour in Canadian Supply Chain Report.

Hartmann Packaging Inc. is a manufacturer of moulded fibre pulp egg cartons. We are one of the largest suppliers of egg cartons. Our process takes recycled paper products and through the manufacturing process moulds them into egg cartons. We consume tons of wastepaper daily in our process. This results in our manufacturing process being part of an environmentally friendly partner.

Our supply chain includes requirements for shrink film, paper labels, hybrid box board lids, chemicals for processing the paper fibre and ink for carton labelling. These are sourced through Canadian and USA vendors for our company.

We currently have a code of conduct for our employees as well as a code of conduct for our vendors. The code of conduct outlines our expectations around forced labour and child labour.

Hartmann updates on an annual basis the list of suppliers that represent 80% of the total annual supplier spend in our Canadian operations. In each cycle, all suppliers are required to review, sign and return the Hartmann Code of Conduct for Vendors. If any supplier is unwilling to sign the Code of Conduct, where possible, Hartmann will search for an alternative vendor. Our process also includes a review of the suppliers for compliance with forced labour and child labour laws.

Hartmann Packaging Inc will make every effort to ensure we manage the risk of forced labour and child labour in our supply chain. We will take steps to manage the risk and put remedial action into place to prevent forced labour or child labour.

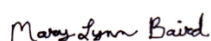
We have trained our staff on the code of conduct and provided a whistle blower portal to report any concerns that violate our code of conduct.

We will continue to develop our processes to ensure we have an effective supply chain that does not involve forced labour or child labour.

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.

I have the authority to bind Hartmann Packing Inc.

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Mary Lynn Baird  
Human Resources Manager



Michael Major  
Procurement Manager