

COMBATING FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

Annual Report 2025



Organizational Structure & Operations



Risk Prevention & Mitigation



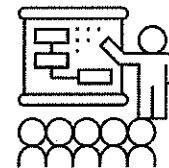
Policies & Reasonable Due Diligence



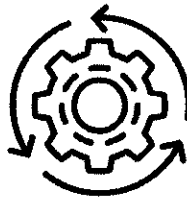
Supply Chain & Risk Management



Remediation



Training



Effectiveness Evaluation

Structure and Operations

About

This report covers Wulftec International Inc., a corporation incorporated under the Canada Business Corporations Act, for the reporting period from January 1, 2025, to December 31, 2025.

It outlines the actions Wulftec International Inc. has taken to prevent and reduce risks related to modern slavery—including forced labour and child labour—within its operations and supply chains, in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Wulftec International Inc. continues its continuous-improvement approach to strengthen its due diligence practices, better document potential risks, and help ensure that modern slavery is not present in its operations or supply chain.

The company continues to be supported by Groupe Conseil C-TPAT Inc. (GCC), a firm specializing in supply chain and logistics risk assessments. This support helps Wulftec analyze its processes, identify potential vulnerabilities, and enhance its prevention measures related to forced labour and child labour.

Our Company

Wulftec International Inc. manufactures packaging equipment and is based in Ayer's Cliff, Quebec. The company was founded in 1990 following Wolfgang Gelsinger's acquisition of Ayer's Cliff Industries Ltd. The first stretch wrapper was built the following year.

Over the years, Wulftec International Inc. has gone through several stages of growth. In 2002, the M.J. Maillis Group announced its acquisition of Wulftec, then recognized as a leading Canadian manufacturer of stretch-wrapping machinery. The company later completed multiple expansions of its Ayer's Cliff plant to support continued growth.

Since 2018, Wulftec International Inc. has been part of Duravant, a global engineering equipment company. Wulftec manufactures automatic stretch wrappers and other packaging solutions designed to deliver performance, reliability, and long-lasting durability.

Wulftec products are made at its facility located at 209 Wulftec Street, Ayer's Cliff, Quebec, J0B 1C0, where more than 300 skilled employees work. The company relies on its teams' expertise, its manufacturing capabilities, and its quality standards to serve customers across Canada, the United States, and other markets.

RISK PREVENTION AND REDUCTION MEASURES



Wulftec International Inc. continued strengthening its practices to prevent and reduce risks related to forced labour, child labour, and modern slavery across its operations and supply chains.

During the reporting period, the company continued to formalize its due diligence approach with the support of Groupe Conseil C-TPAT Inc. (GCC). This approach is designed to help identify potential vulnerabilities, enhance governance mechanisms, document risks, and implement mitigation measures tailored to its activities and business relationships.

Wulftec therefore continued rolling out its action plan to improve its prevention, monitoring, and risk-reduction practices related to modern slavery in its operations and supply chains, including through:

Internal Governance



Maintaining a steering committee responsible for overseeing prevention, monitoring, and governance measures related to forced labour and child labour.

Risk Assessment



Identifying suppliers, products, and countries of origin that may require heightened scrutiny.

Integrated Framework



Using the Code of Conduct as the core framework for responsible behavior and social compliance.

Supplier Expectations



Communicating applicable requirements to suppliers regarding human rights, forced labour, child labour, and human trafficking.

Due Diligence



External audit, documentation of identified risks, and tracking of mitigation actions.

Internal Awareness



Reviewing the Code of Conduct and strengthening awareness among the employees concerned.

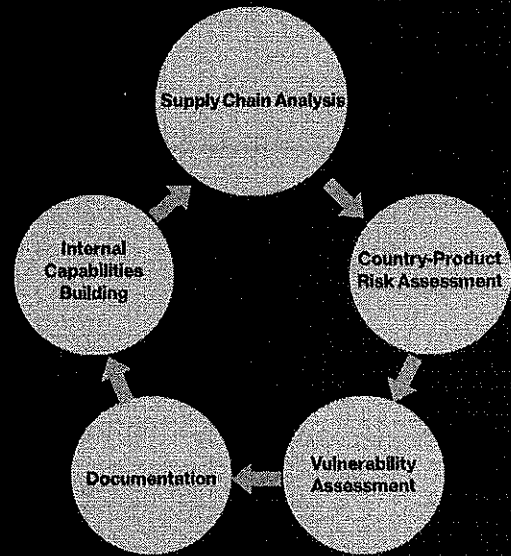


SUPPLY CHAIN AND RISK MANAGEMENT

Methodology

Wulftec International Inc.'s risk analysis is grounded in a structured methodology tailored to assessing the risks of forced labour and child labour across its operations and supply chains.

This approach helps capture and organize available information, evaluate potential vulnerabilities, identify priority suppliers or high-exposure areas, and support the rollout of prevention measures that are proportionate to the risks identified.



Our Supply Chain

Wulftec International Inc. conducts an assessment of its direct international purchasing, including a review of sample Canadian customs entries, countries of origin, and imported product categories. This work is supplemented by an evaluation of key tier-one suppliers—both domestic and international—involved in its supply chains.

Based on these findings, Wulftec develops recommendations and implements targeted action plans to help prevent and reduce risks related to forced labour and child labour across its operations and supply chains.

The goal is to support ethical and legal compliance throughout the company's business activities, while strengthening its commitment to social responsibility, the protection of human rights, and the ongoing improvement of its sourcing practices.

Wulftec International Inc. sources most of its goods and raw materials from North American suppliers. When the company acts as the importer of record, it continues to analyze its direct international sourcing to better document countries of origin, the suppliers involved, and product categories that may require heightened oversight.

Wulftec International Inc. sources most of its goods and raw materials from North American suppliers, representing 98% of its total supply. Less than 2% comes from regions in Europe and Asia-Pacific when it serves as the importer of record.





Analysis Summary

Wulftec estimates that the direct inputs in its supply chain used to manufacture its products come predominantly from North America. This segment of the supply chain is generally viewed as having lower exposure to the risk of forced labour and child labour.

To date, Wulftec has not identified any form of modern slavery within this segment of its supply chain. The company remains vigilant, however, and continues its documentation and analysis efforts to maintain an up-to-date understanding of potential risks.



Supplier Assessment

During the 2025 reporting period, Wulftec International Inc. continued analyzing certain parts of its supply chain that may carry higher exposure—particularly where countries of origin, product categories, or certain lower-tier suppliers require closer attention.

This approach is intended to better pinpoint potential risks, prioritize due diligence efforts, and support ongoing improvements to the supplier assessment process.

Wulftec expects to continue deepening this analysis in future reporting periods, taking into account changes in its suppliers, countries of origin, purchasing categories, and available information on forced labour and child labour risks.



Workers

In Canada, Wulftec International Inc. does not hire temporary foreign workers as part of its day-to-day operations, which helps reduce certain risks associated with this type of recruitment.

However, the company recognizes the importance of safeguarding the rights of everyone who supports its operations—whether employees, temporary workers, contract workers, or workers within its supply chain.



DUE DILIGENCE POLICIES AND PROCESSES

Wulftec International Inc. has put in place policies, governance mechanisms, and due diligence processes designed to prevent and reduce risks related to forced labour and child labour across its supply chains.

The Modern Slavery Steering Committee helps strengthen the implementation of these measures and ensures a structured approach to risk management. These efforts are being progressively integrated into Wulftec's operations to support ongoing monitoring, improve the effectiveness of the actions taken, and align with applicable regulatory requirements.

Wulftec also leverages its leadership, governance, compliance standards, supply chain risk assessment, and the development of its Supplier Code of Conduct to help safeguard the rights of its employees, customers, business partners, and the workers within its supply chain.

Integrated Framework for Responsible Conduct and Social Compliance

As a company within Duravant LLC, Wulftec International Inc. relies on its Code of Conduct as an integrated framework for responsible business practices and social compliance. The document sets out expectations for suppliers, service providers, contractors, consultants, vendors, agents, distributors, employees, and other business partners regarding legal compliance, integrity, social and labour standards, the prevention of child labour, environmental responsibility, and ethical business conduct.

The Code also incorporates principles aimed at preventing modern slavery. It prohibits any form of forced or involuntary labour, including prison labour, debt bondage, human trafficking, slavery, or any other imposed or non-voluntary work. It also prohibits child labour in accordance with ILO standards, United Nations principles, or applicable national laws—whichever requirement is most stringent.

The framework further sets expectations related to migrant workers, employment conditions, pay, working hours, non-discrimination, freedom of association, health and safety, and the prevention of harassment, abuse, intimidation, and coercion. These requirements help reduce the risk of exploitation within the supply chain.

During the reporting period, Wulftec strengthened internal awareness by asking supervisors and relevant employees to review the Code of Conduct and confirm they had read it. This step is intended to ensure a shared understanding of expectations for business partners and to support continued vigilance among teams involved in purchasing, logistics, operations, and supplier management.

Effectiveness Assessment



During the 2025 reporting period, Wulftec International Inc. continued its efforts to reduce the risks of forced labour and child labour across its operations and supply chains.

The company is continuing to strengthen its continuous-improvement process, including documenting actions taken, tracking measures put in place, and identifying indicators to progressively assess how effective its initiatives are.

This approach is intended to reinforce prevention practices, improve the company's ability to detect potential vulnerabilities, and support a more structured management of risks related to modern slavery.

Reporting



Wulftec International Inc. relies on the expectations set out in its Code of Conduct to promote vigilance and the reporting of potentially illegal, unethical, or non-compliant behavior within its supply chain.

The Code states that employees who work with suppliers must report any concerning conduct brought to their attention, including any possible presence of slavery or human trafficking in the supply chain.

It also states that suppliers must comply with applicable incident-management laws, investigate relevant reports, follow up appropriately, and take any required corrective actions.

Remediation



To date, Wulftec International Inc. has not identified any instances of forced labour or child labour in its operations or supply chains.

As a result, this report did not identify any situation that led to a loss of income for vulnerable families.

Wulftec remains vigilant, however, and continues to review certain parts of its direct international supply chain that may present a higher level of risk.

The company also intends to keep defining the appropriate measures to implement should an actual or potential situation be brought to its attention.

Training



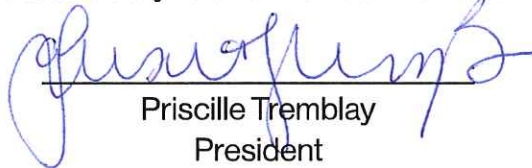
During the reporting period, Wulftec International Inc. conducted awareness activities with the relevant teams, including those involved in purchasing, procurement, logistics, human resources, and supplier management.

APPROVAL AND CERTIFICATION

In accordance with the requirements of the Act, and in particular section 11, I hereby certify that I have reviewed the information contained in the report for Wulftec International Inc.

To the best of my knowledge, and after exercising due diligence, I confirm that the information contained in the report is true, accurate, and complete in all material respects for the purposes of applying the Act, for the reporting year referenced above.

I have the authority to bind Wulftec International Inc.



Priscille Tremblay
President
May 19, 2026