POWERSCREEN®
TEXAS a Molson Group Company

Anti-Slavery Policy

Department: Human Resources

Date of issue: 02/05/2025

Version: 1.1

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Last Updated: 02/05/2025

1. Introduction

Powerscreen Texas ("the Company") is committed to conducting business ethically and with integrity. We have a zero-tolerance approach to **modern slavery, human trafficking, forced labor, and child labor** in any form. This policy outlines our commitment to preventing modern slavery within our operations and supply chain and ensures compliance with all applicable laws and regulations.

2. Scope

This policy applies to:

• All employees, contractors, and consultants working for or on behalf of the Company

• All suppliers, vendors, and business partners

• All subsidiaries and affiliated entities

3. Legal Compliance

The Company adheres to the following anti-slavery laws and regulations:

United States

• **U.S. Trafficking Victims Protection Act (TVPA)** – Prohibits all forms of human trafficking and forced labor.

• **Fair Labor Standards Act (FLSA)** – Prohibits oppressive child labor and establishes fair labor practices.

4. Our Commitment

The Company is committed to:

• **Zero tolerance for forced labor** – We will not engage in or support forced, bonded, or involuntary labor.

• **Supply chain due diligence** – We conduct risk assessments and audits of suppliers to identify and address modern slavery risks.

• **Employee training and awareness** – We educate employees and management on identifying and preventing modern slavery.

• **Ethical recruitment practices** – We ensure that all workers are employed voluntarily, with fair wages and working conditions.

• **Whistleblower protection** – Employees and stakeholders can report concerns confidentially without fear of retaliation.

5. Supplier Code of Conduct

All suppliers must adhere to our **Supplier Code of Conduct**, which includes:

• No use of forced or child labor

• Compliance with wage and working hour laws

• Respect for human rights and fair working conditions

• Cooperation in audits and assessments

6. Risk Assessment & Due Diligence

To mitigate modern slavery risks, we:

• Evaluate potential suppliers and partners before engagement

• Conduct periodic audits and supplier assessments

• Require contractual commitments to anti-slavery policies

• Investigate and act against any identified violations

7. Reporting and Compliance

Employees, suppliers, and the public can report concerns via:

• **Direct reporting to management or HR**

All reports will be investigated, and appropriate action will be taken, including terminating business relationships if necessary.