



FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

2023 Annual Report

mott
MANUFACTURING

About This Report

This is the first report prepared by Mott Manufacturing Limited in our pursuit to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods and/or supporting services in our supply chain.

This report was prepared by Mott Manufacturing Limited as a single entity report and covers the financial year 2023 and part of 2024.

Our **Business**

Structure

Mott has a long history of manufacturing dating back to 1934 when H. E. Mott Company Ltd. was incorporated. Steel casework supply started during World War II when the product was shipped to Britain for radar equipment. In 1963, ownership changed, and the company became Mott Manufacturing Ltd. (Mott) and remains privately owned to this day. At this time, the product focus shifted to laboratory furniture. Mott has continued to grow and is an industry leader to support scientific advancements and breakthroughs. Mott supplies to the global market in academic and health care fields.

Mott has three subsidiaries, one located in Canada, and two in the United States of America. None of these other subsidiaries are considered entities for the purposes of this Act.

Mott employs just over five hundred employees in North America.

Activities

We are a high value manufacturer delivering quality laboratory furnishing solutions to meet our customers' exact requirements. Our competitive solutions result from responsive teamwork with our skilled distribution partners. Jointly we deliver high value through consistent installed quality and on-time performance. Our success results from the continuous improvement contributions of our employees, suppliers, distribution partners, customers, and the professionals who specify our product.

Mott is committed to supporting our community, local charities, hospitals, and environmental sustainability.

Supply Chains

Mott Manufacturing Limited strives to work with local suppliers, agents, consultants, other third parties, and business partners, as well as their respective employees, directors, and officers who share our commitment to social, ethical, and environmental responsibility.

Our main suppliers provide a wide range of goods and services which include raw materials such as steel, plastic, glass, and finishing materials. Many of our raw materials and components are procured in North America with some materials from our global partners.

During our supply chain risk assessment, we identified 10 suppliers as moderate risk of potential forced labour or child labour.

Policies and Due Diligence

Mott Manufacturing Limited is committed to preventing forced labour and child labour in its own business and supply chains. We have enhanced our operational policies to identify, address, and mitigate potential human right issues. Our Human Resources Recruitment Policy and Mott's Procurement Procedures including our Supplier Evaluation Questionnaire were strengthened.

Mott Manufacturing Limited and external recruitment firms (including agencies) are to ensure their practices are sound and free of discrimination, forced labour, and child labour. External recruitment firms have acknowledged their understanding, compliance, and are required to communicate any potential risks relating to forced labour and child labour.

Mott Manufacturing Limited supply chain partners are to ensure social and ethical responsibilities are understood and adhered to. We have communicated with our current supplier base and received acknowledgement of understanding and compliance. Future suppliers who are integral to Mott's products and services will be evaluated to ensure they meet our social and ethical expectations. The evaluation will determine if they become an approved supplier.

During our evaluation process for a new supplier, depending on the risk level identified, the supplier may not be added to our approved supplier list. Alternatively, further communication and evaluation may be required to prevent and reduce the possible risks associated with forced labour and child labour.

All employees who are directly involved with recruitment activities have been trained in the updated Human Resources Recruitment Policy. All employees who are directly involved with supply chain activities have been trained in the updated procurement procedures.

Remediation

All trained employees will be involved in assessing and mitigating any potential risks associated with forced labour and child labour.

We have not identified any forced labour or child labour in our business and/or supply chain activities. Therefore, we have not had to take any measures to remediate any forced labour or child labour or to remediate 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/or supply chains.

Approval and Attestation

This report was approved by the Senior Management Team at Mott Manufacturing Limited.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for Mott Manufacturing Limited. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete for the reporting period specified above.

I make the above attestation in my capacity as the President and CEO of Mott Manufacturing Limited. I have the authority to bind Mott Manufacturing Limited.



Edward Seegmiller
President & CEO



We are committed to move forward on our journey to protect human rights and reduce the risk that forced labour or child labour are used in Mott Manufacturing Limited's business and supply chain.

We welcome comments, questions, and feedback on this report.

Mott Manufacturing Limited
452 Hardy Road
Brantford, Ontario Canada N3T5L8
Email: info@mott.ca
Telephone: 1.519.752.7825

www.mott.ca