



## **Selig Group: Fighting Against Forced and Child Labour in Supply Chains Statement**

**Calendar Year 2023**

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**Protect, Seal and Deliver™**

[www.seliggroup.com](http://www.seliggroup.com)

Bradford, ON CA | Chazay-d'Azegues, FR | Forrest, IL US | Grand Rapids, MI US | Kunming Yunnan, CN | Naperville, IL US | Niederglatt, CH | Slough, Berks UK

## Summary

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act went into effect in January 2024 as a regulatory step on the journey to end forced labour within global supply chains. This act requires Canadian businesses to report on forced labour and child labour in supply chains. It outlines the steps organizations must take to prevent and reduce the risk that operations, including those of third parties within the supply chain, make use of forced and/or child labour. Our Selig Canada, ULC facility in Bradford, Ontario Canada and our Selig Sealing Products, Inc. facility in Forrest, IL USA are filing jointly for this report.

## Company Overview

Selig Group is a leading global provider of innovative packaging solutions. The company is the leading global supplier of innovative, technically differentiated container sealing and venting solutions for food, beverage, wine, pharmaceutical, healthcare, personal care, and industrial applications. Selig manufactures a range of technical laminates and flexible packaging products in Europe for these applications. The company's products are designed to serve customers' needs for ensuring freshness, providing packaging integrity, extending shelf life, providing tamper evidence, expanding in e-commerce, and protecting brand identity. Selig is headquartered in Schaumburg, Illinois, USA with manufacturing and distribution locations worldwide. Selig Sealing Products, Inc. ("SSP") and Selig Canada, ULC (a subsidiary of SSP) are engaged in the business of developing, manufacturing and selling engineered materials which promote packaging safety and functionality globally.

## Supply Chain and Risk Management

Our Selig Canada, ULC facility in Bradford, Ontario Canada procures 85% of their raw materials for their operations from North America which has a very low risk profile. The remaining materials come from Asia 10% and Europe 5%. On an annual basis, Selig targets suppliers with operations outside North America for its recurring assessment of risk, including material procured through international brokers. Selig believes its current and continued efforts are effective in monitoring and mitigating the risk of forced and child labour in its supply chains.

## Ensuring Supply Chains Are Free of Forced and Child Labour

Eliminating labour abuse globally requires a commitment from all. As a world leader in the category, Selig plays a crucial role in supporting various industries. Selig expects all employees to adhere to its policies, especially those that preserve the health of its employees and the success of the business. Selig proactively engages in eliminating labour abuse via policies and procedures, risk assessments, training, and a continued commitment to all laws and regulations from the United States and the countries and jurisdictions where it operates, including those from the US Department of Labour, from the United Nations, the California Transparency in Supply Chains Act of 2010, and now Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act of 2024.

In 2023, Selig was the recipient of the bronze medal sustainability rating from EcoVadis, the world's leading provider of corporate sustainability ratings. Selig ranked among the top 50% of companies scored annually by EcoVadis for its environment, labour & human rights, ethics, and sustainable procurement practices.

Selig stated values towards its people and the planet are as follows:

- Teamwork
- Honesty and Respect
- Sustainability

Honesty and respect includes creating positive impact on communities and influences Selig activity in preventing forced and child labour in the related supply chain.

### ***Applicable Policies***

- Selig Raw Material Compliance Questionnaire – FSM-13-01
- Selig Group Supplier and Workplace Code of Conduct – Version 16, May 2022
- Annual Selig Supplier Risk Assessment Review

### ***Due Diligence***

Selig has a professional procurement group that facilitates and performs several assessments as it pertains to forced and child labour. Annually, the group performs risk assessments on its entire supply community, including collecting questionnaires from direct raw material suppliers where they confirm and restate the absence of forced and child labour practices in their operations. As suppliers respond, Selig's Quality/Regulatory leaders must sign off on the supplier's responses to qualify the suppliers to trade with Selig. Selig supplier risk assessment has been an ongoing practice since 2019, with our quality/regulatory questionnaire in effect for over a decade.

### ***Employee Training on Forced and Child Labour***

Selig is committed to developing a framework for Forced/Child Labour training and preliminary content for all employees by the end of 2024.

### ***How We Monitor Ourselves and Our Suppliers***

Selig performs audits on our supply community based on criticality and urgency. The audits involve several aspects of doing business, including hiring practices as it pertains to forced and child labour laws.

To date, we have found no incidents of forced or child labour in our supply community.

## **Risks of Forced or Child Labour Use in Selig's Global Supply Chain; Other Violations**

The main risks identified in Selig's supply chains are as follow:

- The degree of integrity to meet ethical practices at indirect/tertiary suppliers upstream in the supply chain.
- Indirect/tertiary suppliers in countries where modern slavery, labour and human rights violations are reported.
- Suppliers with excessive working hours

## Addressing Risks of Forced or Child Labour

Selig has long-term relationships with most of its direct raw material suppliers, which allows for building trust and a joint commitments to continuous improvement. Many of Selig suppliers have been with business partners for over 25 years. Selig dedicates time and resources to continuously map its supply chain and understand how well its suppliers score in terms of social and environmental practices. Selig suppliers are required to comply with its onboarding process and complete a detailed assessment. The annual assessment on the supply community assesses each business partner (direct raw material suppliers) in five categories: Availability of Supply, Price, Quality, Regulatory matters and other miscellaneous criteria. The suppliers are audited regularly based on criticality and urgency, including items related to the compliance of Selig's onboarding process.

## Selig Commitment

Selig is dedicated to the on-going global collaborative efforts to eradicate forced and child labour and is committed to the due diligence process and mitigation actions described above.

## 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, for the reporting year listed above.

David M. Rubin

Vice President and General Counsel

May 29, 2024

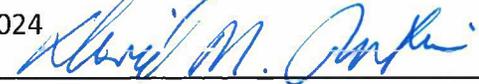
Signature: 

I have the authority to bind Selig Canada, ULC

David M. Rubin

Vice President and General Counsel

May 29, 2024

Signature: 

I have the authority to bind Selig Sealing Products, Inc.

This statement was approved by the board of Selig Group on May 29, 2024.