



Report on Measures to Prevent and Reduce the Risk of Forced Labour and Child Labour in Supply Chains

Reporting Period: January 1 – December 31, 2025

Prepared in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

1. Introduction

Royal Containers Ltd. (“Royal Containers” or the “Company”) is committed to conducting its business in a lawful, ethical, and socially responsible manner. Respect for human rights and fair labour practices forms an important component of the Company’s corporate values and operational standards.

This report describes the measures taken by Royal Containers during the 2025 reporting year to prevent and reduce the risk that forced labour or child labour may occur within the Company’s operations or supply chains.

This report has been prepared in compliance with the reporting requirements established under the Fighting Against Forced Labour and Child Labour in Supply Chains Act and reflects the Company’s ongoing commitment to transparency and continuous improvement in responsible sourcing practices.

2. Structure, Activities and Operations

Royal Containers Ltd. is a privately owned Canadian manufacturer specializing in corrugated packaging products.

The Company’s head office is located at:

Royal Containers Ltd.
80 Midair Court
Brampton, Ontario
L6T 5V1
Canada



Royal Containers operates manufacturing and related facilities in:

- Brampton
- St. Thomas

Royal Containers manufactures corrugated packaging products used across multiple industries including consumer goods, retail, food and beverage, and industrial sectors.

The Company's activities include:

- Corrugated sheet converting and packaging production
- Printing and packaging design services
- Warehousing and distribution
- Transportation and logistics supporting product delivery

Royal Containers employs personnel across production, logistics, administrative, and management functions.

3. Supply Chains

Royal Containers sources materials and services necessary for its manufacturing operations from a network of suppliers and service providers.

Key categories of procurement include:

- Containerboard and paper products used in corrugated packaging production
- Printing inks, coatings, and adhesives
- Packaging materials and production supplies
- Manufacturing equipment and replacement parts
- Maintenance, safety, and operational supplies
- Transportation and logistics services

The Company primarily sources raw materials from suppliers located in Canada and the United States. In certain circumstances, suppliers may source materials or components from other jurisdictions.

Royal Containers seeks to work with established suppliers that maintain recognized standards for labour practices and regulatory compliance.

4. Policies and Governance

Royal Containers maintains policies and operational practices that support ethical business conduct and compliance with applicable labour laws.

Key elements of the Company's governance framework include:

Ethical Business Conduct

Royal Containers promotes a culture of ethical conduct throughout its operations. Employees are expected to conduct business in a manner consistent with applicable laws, workplace policies, and accepted standards of business integrity.

Compliance with Employment Laws

All employees of Royal Containers within Canada are employed in accordance with applicable federal and provincial labour legislation, including employment standards, occupational health and safety requirements, and human rights protections.

Responsible Procurement Practices

Royal Containers expects its suppliers and business partners to comply with all applicable labour laws and regulations in the jurisdictions in which they operate. The Company seeks to engage suppliers that share its commitment to lawful and responsible business practices.

These expectations include compliance with laws relating to:

- Minimum employment age
- Working conditions
- Prohibition of forced or involuntary labour
- Human trafficking and exploitative labour practices

5. Due Diligence Processes

Royal Containers undertakes reasonable measures to promote responsible sourcing practices within its procurement activities.



Current due diligence measures include:

- Working with established and reputable suppliers within the packaging and manufacturing industries
- Maintaining oversight of procurement activities through internal purchasing processes
- Monitoring supplier relationships on an ongoing basis
- Addressing concerns relating to supplier conduct when such issues are brought to the Company's attention

Royal Containers continues to evaluate opportunities to further enhance its due diligence practices over time as part of its commitment to continuous improvement.

6. Risk Assessment

The Company periodically reviews the nature of its operations and supply chains in order to identify potential risks relating to forced labour and child labour.

Internal Operations

Royal Containers assesses the risk of forced labour or child labour within its Canadian operations to be **low** due to:

- Direct employment relationships with employees
- Compliance with Canadian & Ontario labour and employment legislation
- Internal management oversight and workplace policies
- Established hiring and payroll processes

Supply Chain Risk

Potential risk exposure may arise in connection with global supply chains where raw materials or components may originate from jurisdictions with varying labour standards.

However, the Company's primary suppliers operate within North American markets or other established industrial supply networks. Based on available information, Royal Containers considers the overall risk level within its direct supplier base to be **relatively low**, while recognizing that risks may exist further upstream in broader global supply chains.

7. Measures Taken During the Reporting Period

During the 2025 reporting period, Royal Containers continued to support responsible sourcing and ethical labour practices through the following measures:

- Maintaining procurement relationships with established suppliers operating within regulated jurisdictions
- Reinforcing internal awareness regarding responsible supplier selection
- Monitoring supplier relationships as part of ongoing purchasing processes
- Reviewing internal practices to align with emerging regulatory requirements under the Act

The Company did not identify any confirmed instances of forced labour or child labour within its direct operations during the reporting period.

8. Remediation Measures

Royal Containers did not identify any instances of forced labour or child labour within its operations or direct supplier relationships during the reporting period.

As a result, no remediation measures were required.

Should credible concerns arise in the future, the Company would evaluate appropriate corrective actions which may include investigation, engagement with suppliers, or termination of business relationships where warranted.

9. Training and Awareness

Royal Containers promotes awareness of ethical labour practices through management oversight and internal communication regarding responsible business conduct.

The Company continues to assess opportunities to expand awareness and training initiatives relating to responsible sourcing and supply chain compliance.



10. Assessing Effectiveness

Royal Containers recognizes that addressing risks related to forced labour and child labour requires ongoing attention and periodic review.

The Company evaluates the effectiveness of its practices through:

- Ongoing monitoring of supplier relationships
- Internal oversight of procurement activities
- Review of regulatory developments and emerging best practices

Royal Containers remains committed to strengthening its policies and processes over time in support of responsible supply chain management.

11. Approval and Attestation

This report has been prepared in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the reporting period ending December 31, 2025.


In accordance with the Act, the undersigned attests that they have reviewed the information contained in this report and that, to the best of their knowledge, the information is true, accurate and complete.

Approved by the governing body of Royal Containers Ltd.

Name: Steven Robinson

Title: Vice President – Human Resources

Royal Containers Ltd.

Signature: 

Date: MARCH 23, 2026
