



Forced Labor and Child Labor Report 2025

This report is made pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This report details the actions taken to reduce the risk of forced labour and child labor in our supply chains during the fiscal year ending December 31, 2025.

1. ORGANISATIONAL STRUCTURE

This statement is made by Canadian Industries Ltd. ("**CIL**") on behalf of itself and its affiliates:

- Canadian Industries Dealers Ltd.
- The Pittsburgh Paints (Canada) Specialty Ltd.

which are collectively referred to as the "**CIL Group**".

The principal activities of the CIL Group are the production and sale of architectural coatings, sealants, adhesives, sundries and painting supplies. CIL is a wholly owned subsidiary of The Pittsburgh Paints Co., a corporation incorporated in the United States under the laws of Delaware.

2. BUSINESS OPERATIONS AND SUPPLY CHAINS

2.1 CIL Group

The CIL Group manufactures and sells architectural coatings, sealants and adhesives. It also sources and sells sundries and painting supplies.

2.4 Supply chains of the CIL Group

- Raw materials (used to manufacture our products)
- Toll manufactured products
- Finished goods
- Goods for re-sale (tools and equipment related to coatings)
- Paint for re-sale
- Indirect goods and services
- Skilled and unskilled labour
- Marketing and logistics
- IT systems & solutions



3. RISKS OF MODERN SLAVERY PRACTICES

- In this report, we refer to forced labour and child labour together as **modern slavery**. We have identified that the following area gives rise to the highest modern slavery risk:
 - raw materials which are used in coatings manufacture and which are associated with industries and/or are sourced from countries estimated to have the highest prevalence of modern slavery.

4. ACTIONS TAKEN TO ADDRESS RISKS OF MODERN SLAVERY

The CIL Group is committed to upholding human rights. We have developed the following policies to address the risks of modern slavery or human trafficking in our supply chains or in any part of our business.

These policies reflect our commitment to acting ethically and with integrity in all our business relationships with the goal of implementing and enforcing effective systems and controls to address the risks of slavery and human trafficking taking place in our supply chains. We have developed the following policies, processes and targeted initiatives in place relevant to modern slavery:

- Global Code of Ethics
- Global Supplier Code of Conduct
- Procedures for on-boarding new suppliers

The CIL Group conducts due diligence on our suppliers through the on-boarding supplier process. To continue doing business with the CIL Group, we require all suppliers to acknowledge and agree to these policies at the time of on-boarding and at least on a yearly basis after on-boarding. Suppliers who do not agree to these standards are not approved to engage in business with the CIL Group, as adherence to these principles are essential to maintaining a responsible and transparent supply chain.

5. TRAINING

All CIL Group employees were trained in global ethics and business conduct in 2024 and will be trained in 2026. In addition, many were required to complete a General Code of Ethics annual online refresher training course, which is accompanied by a test which they must pass in order to complete the training in 2024.

6. REMEDATION MEASURES

The CIL Group did not identify any instances of modern slavery in its supply chains and has therefore not taken any steps to remediate modern slavery or loss of income due to remediation efforts. If CIL Group identifies any instances, it will consider the appropriate remediation measures at that time.

7. MEASURES TO ASSESS EFFECTIVENESS

As we are implementing our policies and trainings, we will continue to review to ensure they are effective. Violations can be reported to PPC's Chief Legal Officer at LegalNotices@pittsburghpaints.com. To date, we have not had any findings of forced or child labour.



Certification

This statement is made pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act and constitutes our report for the financial year 1 January to 31 December 2025. It was approved by the board of CIL Group and is signed by Timothy Fisher in accordance with section 11(4)(b)(ii) of the Act on behalf of that Company and the other companies comprising the CIL Group on behalf of which this statement is made.

A handwritten signature in black ink, appearing to read 'Timothy Fisher', is written over a horizontal line.

Timothy Fisher

Co-President and General Manager, Canada

Canadian Industries Ltd.