



Fighting Against Forced Labour and Child Labour in Supply Chains Act

Disclosure Report

I. Disclosing Entity

This disclosure report is submitted by **Stowe Woodward LLC** (hereinafter referred to as “Stowe”).

II. About this Disclosure Report

This disclosure report is submitted in accordance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Bill S-211) and guidance issued by Public Safety Canada.

III. Introduction

STOWE and its affiliated companies are committed to integrity, respect, and fair dealing in their business activities. This commitment includes the fair and equitable treatment of employees, business partners (and their employees), members of the community, and all other stakeholders with whom we engage. STOWE does not tolerate forced labour, child labour, or any other human rights abuses in any of its business activities.

IV. Business Structure, Activities, and Supply Chains

STOWE is a manufacturer and supplier of roll covers for pulp and paper making machines. In addition, as part of its service business, STOWE refurbishes, replaces, and redesigns industrial rolls and supplies spare parts to its customers. As part of its business activities, STOWE sells goods inside and outside of Canada.

STOWE is incorporated in Delaware and headquartered in Raleigh, North Carolina. It also has offices and facilities in other locations, including Griffin, Georgia; Ruston, Louisiana; Concord, New Hampshire; and Neenah, Wisconsin. STOWE has approximately 250 employees.

STOWE maintains a global supply chain that includes:

- Suppliers of direct materials, manufacturing materials, and packaging materials such as machine shop and metal fabrication materials, lumber and plywood, bearings, stock metal (bar and sheet metal), and roll cover-related chemicals. These materials are procured from affiliated STOWE entities as well as non-affiliated third-party vendors and suppliers located around the world including the United States, Canada, and Germany.
- Suppliers of indirect goods and services including professional services, facilities, office supplies, and sales and marketing services.
- Customers located primarily in the Canada and the United States.

V. Policies Related to Forced Labour and Child Labour

STOWE’s commitment to preventing forced labour and child labour is set forth in its *Code of Conduct and Ethics*, which applies to all directors, managers, employees, and other stakeholders acting on behalf of the company. The *Code of Conduct and Ethics* requires all personnel to adhere to the highest standards



of ethics and integrity in their business activities and to comply with applicable laws and recognized international standards. It further emphasizes the responsibility to maintain a safe, healthy, and respectful work environment and to protect human rights in the course of daily business activities.

A fundamental principle of the *Code of Conduct and Ethics* is that all individuals are treated with respect, dignity, and fairness. In support of this principle, the Code expressly prohibits STOWE personnel from directly or indirectly engaging in, or benefiting from, any form of forced labour, involuntary labour, modern slavery, or child labour. Employees receive a copy of the *Code of Conduct and Ethics* as part of the onboarding process and are expected to comply with the standards of conduct articulated therein. Employees also receive periodic training and communications reinforcing their responsibility to act ethically and in compliance with the law.

STOWE's commitment to human rights extends to its supply chain. STOWE has adopted a *Supplier Code of Conduct and Ethics Policy* and *Supplier Code of Conduct*, which set forth minimum compliance expectations for suppliers and other third-party business partners. The *Supplier Code of Conduct* requires suppliers to uphold standards equivalent to those applicable to STOWE employees, including prohibitions on the use of forced labour, involuntary labour, child labour, modern slavery, or similar labour practices. As part of STOWE's supplier onboarding and engagement processes, suppliers are required to acknowledge and adhere to these principles and are expected to request comparable standards from their own business partners. STOWE also makes a Supplier Code of Conduct training module available to suppliers on a voluntary basis.

To support a transparent and ethical working environment, STOWE has implemented a secure whistleblowing system known as Speak Up!. This system allows employees and third-party business partners to report actual or suspected misconduct, including potential violations related to human rights or labour standards, in a safe and confidential manner. Speak Up! is accessible online and via QR code and is available to both internal and external users.

VI. Due Diligence Process Related to Forced Labour and Child Labour

Vendors and suppliers are screened through a prequalification and onboarding process. In some instances, STOWE will conduct on-site audits of vendor or supplier facilities. The results of the vendor and supplier evaluation will determine whether the potential business partner may be engaged and/or whether any additional controls are needed to mitigate any risk.

VII. Risk of Forced Labour and Child Labour

STOWE evaluates supplier compliance risk, which considers the risk of forced labour and child labour, as part of its annual Risk Management review. In addition, STOWE uses the information collected from its prequalification and onboarding process to identify risks of forced labour and child labour in its supply chain. STOWE also considers the regions where its third-party vendors and suppliers are located, the materials and products they source, and their relationship history to assess relevant risk. In some cases, STOWE will conduct on-site audits of vendor or supplier facilities.

VIII. Remediation



STOWE has not identified any instances of forced labour or child labour in its business activities or supply chains. Accordingly, STOWE has not had cause to implement any forced labour or child labour related remediation measures.

IX. Training

STOWE provides training on the *Code of Conduct and Ethics*. This training module addresses human rights issues and the importance of treating employees and third-party business partners fairly and with integrity and respect. STOWE tracks completion of this training on a regular basis.

STOWE has also developed a training module on the *Supplier Code of Conduct and Ethics*, which is available to employees and third-party vendors and suppliers on a voluntary basis.

X. Assessing Effectiveness

STOWE has developed and tracks metrics designed to assess its effectiveness in mitigating the risk of forced labour and child labour in its supply chain. This includes tracking employee training completion on a monthly basis. In addition, STOWE tracks the number of reports related to supplier-related misconduct (including the use of forced and child labour) through Speak Up! and other internal reporting tools.

XI. Approval

This report has been approved by the Board of Directors of **Stowe Woodward LLC** in accordance with section 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("Act").

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 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.

Dated: May 13, 2026

Signature: _____

Full Name: Phillip B. Kennedy

Title: Vice President, Secretary Andritz Inc. Successor by Merger