



Genpak

Modern Slavery Act Report 2025

This Modern Slavery Act Report (the “**Report**”) addresses the period from January 1, 2025, to December 31, 2025, and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “**Act**”).

This Report is made on behalf of Genpak Ltd., a division of Great Pacific Enterprises Limited Partnership (“**Genpak**”) and is not a joint report.

I. INTRODUCTION

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading business in the packaging industry, Genpak recognizes the important role that it has in ensuring that the supply chains that support its operations and products adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour. This Report sets out the steps we have taken during the 2025 fiscal year to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by Genpak or of goods imported into Canada by Genpak.

II. CORPORATE OVERVIEW AND SUPPLY CHAINS

Genpak, a division of Great Pacific Enterprises Limited Partnership, is a Canadian manufacturing company with a head office in Ontario located at 3185 Pepper Mill Court, Mississauga, ON and plants based in Ontario and Quebec. Great Pacific Enterprises Limited Partnership is part of the Jim Pattison Group of companies. Genpak has no operations outside of Canada, but is a sister company to Genpak LLC, a US company.

Genpak operates four plants which produce food packaging. There are three unionized plants in Ontario and one unionized plant in Quebec. Genpak has approximately 250 employees.

Genpak has approximately 700 suppliers. The main categories of goods and services procured by Genpak in the 2025 fiscal year were:

- Paperboard (raw material input);
- Paper (raw material input);
- Expandable polystyrene (raw material input); and
- Foodservice containers (for resale).

The majority of Genpak's purchases are from Canada and the US. However, Genpak purchases a small portion of goods annually overseas primarily from three to four suppliers in Asia.

III. GOVERNANCE AND STAKEHOLDER ENGAGEMENT

The senior management team of Genpak is actively involved in governance and stakeholder engagement across its Canadian operations, as well as in procurement activities involving overseas and local vendors, to identify and address risks related to forced labour and child labour.

This includes implementing policies and procedures, communicating expectations to suppliers and stakeholders, and directing and conducting audit visits to vendors to assess compliance and support responsible labour practices.

IV. POLICIES AND DUE DILIGENCE PROCESSES

Genpak has a Whistleblower Policy implemented in November 2017 pursuant to which any violation of law, regulations or company policy can be anonymously reported.

Genpak introduced a new Business Code of Conduct Policy in April 2024, which includes provisions relating to forced labour and child labour. This policy is posted in all Genpak facilities.

Genpak uses the following methods to mitigate financial, social and environmental risks:

1. New policies are posted for all employees to review;
2. Employees are asked to confirm that they have reviewed the policies;
3. Certain employees of Genpak and Genpak LLC visit offshore suppliers and local Canadian suppliers for observation and audit purposes; and
4. Employees are encouraged through the Whistleblower Policy to report any issues anonymously without retaliation.

In 2025, senior Canadian Management team members visited Montreal and Windsor based suppliers of products we resell. The Director of Procurement from Genpak LLC visited our common offshore suppliers in Vietnam. These facilities were audited and operations were reviewed to confirm that they operated using acceptable labour practices.

V. RISK ASSESSMENT AND MANAGEMENT

The highest risk in Genpak's supply chain of forced labour or child labour is in offshore supply. Relationships with our offshore suppliers are long-term. Over the course of the relationship, representatives from Genpak, Genpak LLC or our independent consultant have visited supplier sites for observation and audit purposes. Currently, we assess the risk of forced labour or child labour in our supply chains as low.

VI. MODERN SLAVERY REMEDIATION MEASURES

We have not identified any instances of forced labour or child labour in our supply chains and therefore have not taken any specific remedial action. Should an instance occur in the future, the nature and circumstances of the event will guide Genpak on the measures to be taken.

VII. LOSS OF INCOME – REMEDIATION MEASURES

We have not identified any instances of forced labour or child labour in our supply chains and therefore do not have specific measures regarding loss of income due to remediation measures taken. Should an instance occur in the future, the specifics regarding the occurrence will guide Genpak on how to remediate loss of income.

VIII. TRAINING

Genpak does not provide specific training to employees on forced labour or child labour.

IX. ASSESSING EFFECTIVENESS

Genpak will continue to take conscious, considered and risk-based steps to enhance our systems and processes for mitigating risks of forced labour and child labour.

The tools that Genpak use include:

- Regular review and engagement;
- Enhancing internal awareness;
- Partnering with a third party; and
- Considering trends as part of our assessment process.

X. APPROVAL AND ATTESTATION

This Report was approved pursuant to section 11(4)(a) of the Act and has been submitted to Public Safety Canada. This Report is also available on our company website at www.genpak.com

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of President of Genpak, attest that I have reviewed the information contained in this Report for Genpak. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this Report.

Anthony Cafua on behalf of Genpak Ltd.

President, May 31, 2026

I have the authority to bind Genpak Ltd.

A handwritten signature in black ink, appearing to read 'Anthony Cafua', with a horizontal line drawn through it.