



# **Opta Group's Report on its Commitment to Fight Against Forced Labour and Child Labour**

**May 31, 2024**



**[www.OPTAGroupLLC.com](http://www.OPTAGroupLLC.com)**

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## **Opta Group's Report on its Commitment to Fight Against Forced Labour and Child Labour**

This document constitutes Opta Group's Report on its Commitment to Fight Against Forced Labour and Child Labour (the "Report"), covering our fiscal year of January 1, 2023 to December 31, 2023. This Report is made on behalf of Opta Inc, its subsidiaries, and affiliated companies (including Affival and Tecnosulfur), all collectively referred to as the Opta Group ("Opta Group") pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act")

The use of forced and child labour is contrary to Opta Group's Code of Ethics and the Opta Group's shared Mission, Vision and Values. We do not tolerate forced or child labour in our organization or in those of our suppliers and subcontractors. We hold ourselves to the highest standards and expect all Opta Group employees, contract workers and all its subsidiaries to act with integrity and comply at all times with the letter and spirit of the laws, regulations and rules that apply to the Opta Group in the jurisdictions where we operate.

With respect to forced labour, the Opta Group recognizes that:

- Workers have the right to choose to work, without threats to their safety or the safety of a person known to them.
- Indicators of forced labour include working without pay, excessive overtime, debt bondage, restriction of movement, deception, intimidation, threats of violence or the removal of identity documents.
- Victims of forced work are often isolated in remote locations and denied contact with the outside world. Forced labour may involve taking advantage of workers in a vulnerable position, such as workers who lack knowledge of the local language or legal rights.

With respect to child labour, the Opta Group recognizes that:

- Children have the right to education. Work cannot interfere with or deprive them of the opportunity to attend school or attempt to combine school attendance with excessively long hours of work.

- Children cannot work under conditions that are mentally, physically, socially or morally dangerous to them. Each jurisdiction will have its own standards and limitations regarding children's ability to be engaged in the workplace, but the Opta Group and its suppliers shall apply a minimum working age of 15 years for full time employees, even where local legislation permits younger children to be employed.
- Workers under the age of 18 shall only perform work in accordance with the legal requirements of their country of employment (e.g., with regards to working time and working conditions).

The Opta Group is committed to developing, implementing and training its employees in processes for identifying supply chain risks, responding to any concerns raised or findings of violations. In the event of such findings, the Opta Group and its suppliers, if applicable, will work together to implement reasonable measures to ensure that the impact of any remediation steps taken will mitigate the adverse impact that any resulting actions will have on the affected employees and/or their family through income assistance, education support etc.

Slavery and human trafficking are contrary to our Mission, Vision and Values. We do not condone or accept the use of slavery or human trafficking in our organization or in the operation and supply-chains our suppliers and subcontractors. We hold ourselves to the highest standards and expect Opta Group employees, contract workers and directors of the Opta Group and its subsidiaries to act with integrity and comply at all times with the letter and spirit of the laws, regulations and rules that apply to Opta Group in the jurisdictions where we operate. If instances arise where these expectations are not met, we will strive to respond in an appropriate manner.

### **Structure, operations and supply chain**

The Opta Group is dedicated to becoming the foremost provider of performance solutions for metallurgical, value-added glass, and specialty chemical applications. Our success is driven by over 700 employees who use their creativity and insights to actualize the company's Mission, Vision, and Values, thereby aiding our customers, partners, and communities to thrive.

Headquartered in Burlington, Ontario, and Amherst, New York, the Opta Group operates globally both directly and through subsidiaries under the Opta Group global brand.

The Opta Group provides solutions, products, and services globally for sectors requiring Hot Metal Desulfurization, Slag Conditioners & Fluxes, Cored Wire Treatments, Aluminum Deox Briquettes, Cationizing Reagents, Aluminum Casting Flux, and Foundry Products for the Iron, Steel, Copper, and Aluminum industries. As a service provider, the Opta Group offers Detection and Optimization Technology, Metallurgical Consulting, Engineering Services, and Equipment.

The Opta Group has physical operations/offices in 10 countries and services approximately 600 customers in 49 countries based on 2023 sales. Its global supply chain consists of more than 400 key suppliers in more than 10 countries.

### **Risks of modern slavery in our operations and supply chain**

According to the Responsible Sourcing Tool<sup>1</sup> and the U.S. State Department 2022 Trafficking in Persons Report, employees in the sector in the countries where we operate are medium to high risk for modern slavery.

Opta Group's supply chain involves purchasing a broad range of goods and services from international, national, regional, and local suppliers. The Opta Group follows a fair sourcing process whenever possible while managing their supply chain effectively and identifying, assessing, and monitoring areas where there may be a risk of forced and child labour. The Opta Group's principal supply chain includes suppliers of magnesium granules, lime, ferro alloys, aluminum, minerals, metals, chemicals, recycled materials (including glass, minerals, and metallics), packaging, technology, professional-related services, and electronics.

Opta Group is committed to ensuring transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with its disclosure obligations under the Act.

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<sup>1</sup> [Identify » Responsible Sourcing Tool](#)

Opta Group continually assesses the risks, both external and internal, of slavery, child labour, and human trafficking, including country risks, sector risks, and business partnership risks within its own operations and in its supply chain. It is a requirement for the status of each supplier to be reconfirmed at least every three years.

Higher risk areas in the Opta Group supply chains undertake appropriate due diligence to confirm that the parties concerned have in place ethical employment practices that comply with all relevant legislation including, where applicable, publishing and adhering to commitments against child labour and an Anti-Slavery statement pursuant to the Act. Where suppliers have not published commitments against child labour and an Anti-Slavery, they are required to confirm that they have in place such ethical employment practices and that they, in turn, require their suppliers to have the same. Opta Group has, effective May 6, 2024, enhanced supply chain review procedures, which include audits and slavery and trafficking assessments of each existing or new customer, supplier and service partner. Higher risk supply chains are reconfirmed annually.

The Opta Group is actively committed to strengthening the compliance's activities and processes, including the complete execution of the due diligence process of our operations, customers and supply chains. The Opta Group is dedicated to achieving the highest standards of excellence in all facets in the fight against forced labour and child labour.

## **Frameworks and policies**

The Opta Group uses numerous approaches to manage its forced and child labour risk. Initially the focus was on implementing due diligence processes in selecting both suppliers and contactors who were adhered to complying with Opta Group's Code of Ethics and supplier obligations, which included prohibitions on the use of forced and child labour. As of May 6, 2024, the Opta Group has completed and implemented a series of revised and enhanced corporate compliance policies, including:

- Anti-Bribery and Anti-Corruption Policy (ABAC)
- Charter of the Global Compliance Committee
- Code of Ethics
- Diversity Policy
- ESG Policy (Environmental, Social and Governance)

- Sanctions Policy
- Supplier Code of Conduct
- Anonymous Ethics Hotline Policy

The revised Code of Ethics and Supplier Code of Conduct goes into detailed provisions of working with suppliers to prevent, investigate and, where found, constructively address issues of potential forced and child labour, in a way that will minimize the impact on affected workers and/or his/her family.

### **Global Compliance Committee**

We believe that good governance is the essential foundation of a respectful and inclusive corporate culture that earns trust from and builds value for our customers, employees, and stakeholders. A Global Compliance Committee (the “GCC”) has been established to, effective May 6, 2024, implement, monitor and address any concerns arising from these policies and from concerns raised through the Anonymous Ethics Hotline.

The GCC’s additional responsibilities include, but are not limited to: (i) Annually reviewing the policies and procedures (“Policies”) that form part of the Compliance initiatives of the Corporation at a global level, (ii) periodically conducting, reviewing, and updating compliance risk assessments; (iii) developing and delivering a compliance training program to employees of the Corporation, including, but not limited to, the topics of anti-bribery, anti-corruption, sanctions, and anti-money laundering; (iv) auditing and monitoring compliance and effectiveness of the Policies that form part of the Compliance initiatives at a global level, including audits of the Corporation’s systems, processes, and transactions; and (v) developing, implementing and overseeing the Opta Group’s ESG plan and Report. This will include developing and implementing anti-forced labour and child labour standards and procedures for the Opta Group and its suppliers, including developing processes for identifying supply chain risks, responding to any concerns raised or findings of violations. In the event of such findings, the Global Compliance Committee will implement reasonable measures to ensure that the impact of any remediation steps taken will mitigate the adverse impact that any resulting actions will have on the affected employees and/or his/her family through income assistance, education support etc.

## **Code of Ethics**

At Opta Group, we recognize that respecting human rights is a shared responsibility of all employees, executives and contractors regardless of where they operate globally. This perspective aligns with our Mission, Vision and Values and is reflected in our policies and practices. Our Code of Ethics is the roadmap we follow to serve our customers and deal with suppliers with the highest standards of integrity. It also lays the foundation for how we work together in a respectful, transparent and fair environment. The Code of Ethics forms the basis for all our relationships. It applies to all directors, employees and contract workers of the Opta Group.

We require actual or possible violations of our Code of Ethics to be reported, and we take appropriate action to review and address any issue. The GCC will receive regular reports on all complaints, including violations of our Code of Ethics, and will monitor emerging trends and best practices as part of its holistic approach to overseeing these issues.

## **Supplier Code of Conduct**

Our Supplier Code of Conduct (the Supplier Code) requires suppliers and subcontractors to, among other things, abide by applicable employment standards, labour, non-discrimination and human rights legislation. Where applicable laws do not prohibit discrimination, or where they allow for differential treatment, we expect suppliers and subcontractors to be committed to non-discrimination principles and not to operate in a way that unfairly differentiates between individuals. Our supplier contract templates include terms relating to the Supplier Code of Conduct compliance. Pursuant to our Supplier Code, suppliers must be able to demonstrate that they have policies and procedures in place to confirm that:

- Child, forced or compulsory labour is not used
- Discrimination and harassment are prohibited
- Retaliation for speaking up is prohibited and employees are free to raise concerns and speak up without fear of reprisal
- Appropriate and reasonable background screenings, including investigations for prior criminal activity to support the integrity and good character of the supplier's employees have been conducted

- Clear and uniformly applied employment standards are used that meet or exceed legal and regulatory requirements

Where we are satisfied that a supplier's policies and procedures are at least equivalent to the Supplier Code, we may accept a supplier's commitment to comply with their own policies and procedures.

### **Supplier risk management and due diligence processes**

We have a comprehensive risk assessment and due diligence program in place for suppliers including confirmation that suppliers acknowledge acceptance of the Supplier Code of Conduct expectations. All suppliers are assessed at the inception of the business relationship. As of May 6, 2024, we implemented a process to track changes in their risk profiles on an ongoing basis and identify negative news related to our highest risk suppliers. If a supplier is flagged as a compliance risk, they will be subject to enhanced due diligence. Opta Group aims to prevent and mitigate adverse impacts of our operations by taking appropriate action to mitigate such risks. Such steps may include exercising the leverage we have through our business relationships. Pursuant to the Supplier Code, Opta Group maintains the right to monitor supplier compliance and audit their control environment. We are also entitled to request information from our suppliers with respect to their compliance with the principles of the Supplier Code.

### **Training**

Understanding and complying with the Code of Ethics is a condition of working at Opta Group, and employees and contract workers must complete the Code training course and acknowledgment annually. We leverage this mandatory annual course to train all employees and applicable contract workers to look for indicators of unethical business practices and other possible violations of human rights.

### **Remediation processes**

Our Code of Conduct requires all employees and contract workers to report actual or possible misconduct, and it sets out key behaviours expected of our workforce, encourages speaking up for the good of Opta Group. Employees and contract workers are encouraged to speak to their manager, senior



management, Human Resources, the Global Corporate Compliance Committee, or report through the Anonymous Ethics Hotline so issues can be resolved quickly and objectively. The Anonymous Ethics Hotline is a global hotline available to all employees and contract workers to report concerns that may violate our Code of Conduct, policies and laws or is otherwise unethical and could put Opta Group at risk. This hotline is secure, fully accessible and available 24/7. It is administered by a third party, and reports may be made anonymously. Opta Group upholds a strict commitment to non-retaliation.

### **Assessing our effectiveness**

We intend to continue to assess and refine key performance indicators to measure our success in operationalizing our corporate compliance commitments and continuously improve our approach to corporate compliance.

As part of our corporate compliance program, especially as these were strengthened by the revised policies effective May 6, 2024, we conduct ongoing screening of all suppliers, which allows us to baseline a supplier's risk profile and subsequently flag and assess any activities that would violate our Supplier Code. No instances were raised for review in fiscal 2023, and there were no modern slavery or child labour concerns or red-flags related to our suppliers identified through our supplier monitoring procedures.

### **Conclusion**

Opta Group remains committed to preventing forced and child labour from taking place in our businesses and in our supply chains. We will continue to review our policies, procedures and practices periodically to determine any enhancements we can make to help prevent modern forced and child labour.

## Approval and 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.

Eric Wiklendt

Director

May 29, 2024

DocuSigned by:

*Eric Wiklendt*

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I have the authority to bind Opta Inc.

John Dietrich

Director

May 29, 2024

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*John Dietrich*

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I have the authority to bind Opta Inc.

Rob McKeracher

Director

May 29, 2024

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I have the authority to bind Opta Inc.