



Fighting Against Forced Labor and Child Labor in Supply Chains Act

JSP International Annual Report Submission

for the Period January 1, 2023 – December 31, 2023

With a global presence, JSP serves the automotive, HVAC, packaging, sports and a variety of consumer goods markets. Sustainability and Innovation are key areas of focus for JSP. We are a pioneer in offering products in the market based on a circular economy approach and passionately strive for innovation, sustainability and trustful customer relationships.

JSP continues to develop new products and applications. The company has research and development, as well as manufacturing strategically located industries in Americas, EMEA and Asia. Our goal is to WOW! our customers with innovative high function, high value products. As the market leader with ARPRO, we ship our expanded bead products around the world, to be used in a variety of applications within the automotive and home improvement industry. For more information visit www.ARPRO.com. JSP International does not have employees in Canada, nor physical locations in Canada, but we do import our products to businesses operating in the country.

JSP International is committed to ethical business practices and ensuring that our supply chain is free from forced labor and child labor. This report outlines the steps we have taken during the reporting period to comply with the Fighting Against Forced Labor and Child Labor in Supply Chains Act ("the Act").

Policy and Governance

JSP International has established a comprehensive policy to combat forced labor and child labor in our supply chain. This policy includes:

A zero-tolerance stance on forced labor and child labor. The prevention of forced labor and child labor is highlighted in our Corporate Behavior and Social Responsibility/Sustainability Policy. All employees receive regular training on this policy. We also are in compliance with Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain which has specific provisions against child labor/forced labor.

Risk Assessment

During the reporting period, JSP International conducted a detailed risk assessment of our supply chain.

After careful review of our supply chain, JSP International has not identified any risk of forced labor or child labor across our supply chains or within our procurement activities to date; therefore, no remediation measures have been taken.

Supplier Engagement and Due Diligence

We have implemented a robust due diligence process to ensure compliance with the Act:

JSP utilized a limited supplier base in the manufacture of our products that known to share our corporate values. Jsp's review of our suppliers did not identify any sources that were out of compliance.

Training and Capacity Building

To ensure awareness and compliance, JSP Corporation has:

Instructed employees on JSP Internationals Business Ethics and Sustainability policy as part of new hire orientation and when any portion of the policy is changed.

JSP Vendors are in compliance with and have indicated that they are in compliance with our Corporate Behavior and sustainability policy, as well as the Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act. JSP endeavors to ensure that our suppliers participate in the Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain.

Procurement employees are provided access to online resources and webinars on ethical sourcing.

Monitoring and Reporting

JSP International has established a monitoring system to ensure ongoing compliance with our Corporate Behavior and Social Responsibility/Sustainability Policy as well at the Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain.

- JSP conducts supplier surveys to ensure compliance with JSP's Corporate values. These values include provision to ensure the prevention of child labor and forced labor.
- Maintain a hotline and email for reporting violations.
- Incident Response: Developed a protocol for responding to reported incidents of forced labor or child labor.

Progress and Results

During the reporting period, JSP International has not Identified any risks with regard to our suppliers.

No Incidents Reported: No verified incidents of forced labor or child labor were reported within our supply chain.

Future Actions

JSP International is committed to continuous improvement in combating forced labor and child labor. In the event that JSP expands its supply base, those suppliers will be provided with a copy of the JSP Sustainability Guidance for suppliers, and will be required to complete and submit the JSP supplier sustainability survey.

Conclusion

JSP International remains dedicated to upholding the principles of the Fighting Against Forced Labor and Child Labor in Supply Chains Act. We will continue to strengthen our efforts to ensure an ethical and responsible supply chain.

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 listed above. 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 above.”



May 30, 2024

Kelly Aabed: Director of Human Resources

Date

I have the authority to bind the corporation