



Illegal Labour Policy

Revision Date: April 17, 2024

Intent

Weber Manufacturing is firmly committed to protecting individuals from the exploitations of illegal labour practices, such as child labour, forced labour, slavery, and human trafficking; such practices are not tolerated by Weber Manufacturing and are strictly prohibited in all forms.

Weber holds itself accountable to the highest ethical standards and complies with and exceeds all relevant and applicable local and international laws pertaining to illegal labour practices. In doing so, Weber never knowingly contracts with or carries on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labour laws.

Compliance

Weber continually monitors its own employment practices and those of its partners, vendors, suppliers, and all others conducting business on behalf of the organization in order to ensure compliance with ethical employment standards and protocols. In order to ensure compliance with the standards of this policy, Weber audits its own employment practices, as well as those of companies the organization contracts with or maintains a business relationship with, at least every 3 years.

Where a supplier, vendor, or contractor is found to be in violation of this policy, Weber Manufacturing takes prompt remedial action in order to address the violation. Remedial measures may include termination of the business contract with the organization that committed the violation.

All real or suspected instances of noncompliance with this policy must be reported to Human Resources or the President immediately.

Due Diligence

In addition to training employees and auditing employment practices, the following practices are in place to reduce associated risks and prevent illegal labour from taking place in any part of Weber Manufacturing business or supply chains:

- **Embed Responsible Business Conduct**- into Policies & Management Systems.
- **Identify and assess adverse impacts** - in operation, supply chains & business relationships
- **Provide for or cooperate** - in remediation when appropriate
- **Cease, prevent or mitigate**- adverse impacts
- **Track** - implementation & results of corrective action plans
- **Communication** - internally and externally on how impacts are addressed

Chris Edwards

PRESIDENT /CEO

WEBER MANUFACTURING TECHNOLOGIES Inc.