

# 2025 Modern Slavery Report



## Modern Slavery and Human Trafficking Statement to meet requirements of:

- Section 11(1) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act Canada S-211
- Section 54 of the UK Modern Slavery Act of 2015
- California Civil Code Section 1714.43, or the California Transparency in Supply Chains Act of 2010

## INTRODUCTION

Intertape Polymer Group (IPG) is a global provider of packaging and protective solutions across a diversified set of geographies and end-markets. IPG develops, manufactures, and sells a variety of solutions including paper and film-based pressure-sensitive and water-activated tapes, stretch and shrink films, protective packaging, woven and non-woven products, and packaging machinery.

This statement sets out actions taken by IPG to identify activities related to child and forced labor risks in our operations and supply chain.

## ACTIVITIES AND SUPPLY CHAIN

IPG is headquartered in the United States with facilities in North America, Asia, the European Union, and the United Kingdom. We are strongly committed to respecting human rights and contributing to a fair and equitable society.

The majority of IPG purchases are made in the United States, Canada, and India. Global sourcing activities are managed through our corporate headquarters in Sarasota, Florida, but some goods and services may be sourced by each facility.

## POLICIES

IPG unequivocally supports the elimination of all forms of worker exploitation, including child labor, bonded labor, and other forms of forced labor. IPG has a zero-tolerance policy on these issues and will no longer do business with suppliers found to engage in or knowingly benefit from slavery or human trafficking activities.

Any IPG leader, employee, or contractor found to be engaging in these activities will be terminated and reported to relevant authorities.

To communicate our commitments and expectations, IPG has developed the following publicly available policies:

- [IPG Human Rights Policy](#)
- [IPG Code of Ethics and Business Conduct](#)
- [IPG Sustainable Sourcing Policy](#)
- [IPG Supplier Terms and Conditions](#)
- [IPG Supplier Code of Conduct](#)

IPG requests acknowledgement of these policies during the onboarding process for new suppliers and through periodic reviews with existing suppliers.

## RISK ASSESSMENTS AND DUE DILIGENCE

All sites operated by IPG, its affiliates and subsidiaries are audited annually for environmental and health and safety risks. We further assess sites and supply chains for human rights risks through consultants as part of our participation in the Cradle to Cradle Certified Products Program and the EcoVadis platform. Third party audits may be completed based on risk or business needs.

Based on their location, IPG sites and suppliers in Asia are considered at high risk for forced labor. These IPG facilities comply with local laws including, age verification and prohibition from retaining identity documents. Where applicable, monthly work hours are reviewed to detect instances of excessive overtime, and employment contracts include a signed acknowledgement of the right to terminate employment.

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## PERFORMANCE INDICATORS AND REMEDIATION

As there were no identified instances of child labor or forced labor at IPG facilities or supply chains during the reporting period, there have been no remediation measures taken.

## TRAINING

Child and forced labor training is required of and was completed by all purchasing category managers during the reporting period. We additionally undertake training on Human Rights issues and our Code of Business Conduct and Ethics. Training was mandatory for all salaried and field service team members.

Global Sourcing category managers were additionally trained on introductory topics in Sustainable Sourcing, laying the groundwork for specific training in child and forced labor.

## ATTESTATION

This report has been approved by:

A handwritten signature in black ink, appearing to read "Joe Tocci", with a stylized flourish at the end.

Joe Tocci  
SVP Global Sourcing & Supply Chain  
June 17, 2025

*I have the authority to bind the Company.*