

Fighting Against Forced Labour and Child Labour
in
Supply Chains Act

Report of Scepter Canada Inc.

Dated: May 31, 2024

Scepter Canada Inc. submits the following report to Public Safety Canada as required by the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). This Report is attested below and will be posted on the Scepter website at: <https://www.scepter.com/>.

1. These are the steps Scepter has taken during its previous financial year (2023) to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by Scepter or of goods imported into Canada by Scepter.

Scepter is a wholly owned subsidiary of Myers Industries, Inc., based in Akron, Ohio (“Myers”). Myers is a publicly traded U.S. corporation that trades on the NYSE with the following ticker symbol: MYE. Myers is organized into two distinct business segments: Material Handling and Distribution.

In our Material Handling Segment, we design, manufacture, and market a variety of plastic products. These range from plastic reusable material handling containers and small parts storage bins to plastic recreational vehicle (“RV”) tanks and parts, marine tanks and parts, portable plastic fuel tanks and water containers, and more.

Myers has several policies that read together and separately clearly outline its commitment to human rights and the prohibition of forced and child labor. These policies are located on the Myers corporate Governance page: <https://investor.myersindustries.com/corporate-governance/default.aspx>

- Code of Ethics and Business Conduct
- Human Rights
- Supplier Code of Conduct

Every business in the Myers family of companies complies with these policies. Scepter is a business in the Material Handling Segment. Scepter does not utilize forced or child labour to manufacture its products.

Scepter’s Purchasing Procedure (SCAP-Q8000 Purchasing_Version 4) requires that all new suppliers brought into the supply chain review and accept Myers’ Supplier Code of Conduct (“Supplier COC”) which includes sections on Child and Forced Labor. New suppliers must accept the Supplier COC and a copy is retained by the Purchasing Department. The Supplier COC includes the following prohibitions on the use of Child and Forced Labor:

CHILD LABOR

Suppliers must comply with local laws regarding the minimum age of employees. The minimum age for workers must be the greater of: (a) 16 years of age; (b) the age for completing mandatory (compulsorily) education; or (c) the minimum age established by law in the country of manufacture.

In addition, Suppliers must comply with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, working conditions, and the handling of certain materials.

FORCED LABOR

All labor must be voluntary. Supplier shall not support or engage in slavery or human trafficking in any part of its supply chain. Suppliers must not use any type of compelled, involuntary or forced labor, including labor to be performed by children, bonded labor, indentured labor, and prison labor.

All of Scepter's suppliers are subject to these requirements.

2. Describe Scepter's structure, activities and supply chains.

Scepter Canada Inc. is an Ontario corporation. It has no specific organizational mandate, and it is organized by departments. It employs 165 employees. It does not employ any people outside of Canada.

Scepter sells the following plastic products: fuel containers, fueling stations, water containers, ammunition containers, spouts, replacements parts and accessories (collectively, "Products"). Scepter Products are sold into the following markets: marine, industrial, consumer and military applications. The majority of products are made at Scepter's manufacturing facility in Scarborough, Ontario. Raw materials, components and accessories are sourced mainly from Canada and the United States. Scepter uses one or more contract manufacturers to make components of various Products. Most Products are shipped from Scepter's facility in Ontario, where Scepter will assemble them and perform quality testing prior to shipping.

3. These are Scepter's policies and due diligence processes in relation to forced labour and child labour.

Here are the Scepter policies that prohibit Forced and Child Labour:

- Code of Ethics and Business Conduct
- Human Rights
- Supplier Code of Conduct

Here is the procedure implemented by Scepter to prohibit the use of Forced and Child Labour by its suppliers:

- Purchasing Procedure (SCAP-Q8000 Purchasing_Version 4)

These are the evaluation criteria for all Scepter suppliers:

- Quality History; proven track record
- Ability to meet delivery requirements
- Ability to provide technical support



- Capacity to support current demand and growth
- Financial stability
- Competitiveness
- Documented QMS in place
- Completion of Supplier Assessment Questionnaire and Site Audit, as required.
- Review and sign the Code of Conduct
- All vendors listed on the Approved Supplier List (“ASL”) as of August 31st, 2011 are deemed Approved based on satisfactory historical performance and are to be monitored/re-evaluated as per criteria outlined below.
- New Suppliers added to the ASL as of September 1st, 2011 are subject to evaluation, selection and re-evaluation criteria as outlined on this procedure.

These policies and processes are imbedded into Scepter’s supplier evaluation / onboarding process.

Scepter believes its supply chain is low risk for forced and child labour. It used the following criteria to come to this conclusion:

- Scepter is not engaged in a high risk industry
- Scepter is not based in a high risk city
- Scepter does not purchase supplies that are labour intensive
- Less than 2% of Scepter’s suppliers are outside of Canada and the United States
- Scepter has been doing business with some of its suppliers for 10+ years
- Scepter has never received any evidence that its suppliers use forced or child labour
- Scepter has not received any rumors that its suppliers use forced or child labour

Scepter would cease doing business with a supplier that used forced or child labour.

4. These are the parts of Scepter’s business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.

Scepter believes there is a low risk that its supplier used forced or child labour. The highest risk population of suppliers is based on geography, and they represent less than 2% of the 300+ suppliers in its supply chain. Scepter has no evidence and does not believe these suppliers use forced or child labour, but they reside in countries where the risk is higher.

- Each of these suppliers has signed Scepter’s Supplier COC.
- Scepter purchases various small plastic, rubber and metal components from suppliers in higher risk areas. Scepter also has purchased highly technical equipment from suppliers in higher risk areas.
- Scepter has been doing business with most suppliers in high risk countries for 10+ years. New suppliers in high risk countries such as India were visited prior to purchasing any equipment.
- We have never received actual evidence or allegations that any of these suppliers use forced or child labour.
- Each of them meets the Supplier Evaluation Criteria identified earlier in this Report.

Scepter has never encountered a supplier that used (or was alleged to have used) forced or child labour. However, if it ever does, Scepter will cease doing business with that supplier.

5. Any measures Scepter has taken to remediate any forced labour or child labour.



Scepter has no experience with suppliers that use forced or child labour, so no measures have been taken to remediate forced or child labour. Scepter does not believe that its business carries a risk of forced labour or child labour being used.

6. Any measures Scepter has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.

Scepter does not believe that vulnerable families have experienced loss of income as a result of its actions in this context, so it has not taken any measures to remediate the loss of it.

7. The training provided to Scepter employees on forced labour and child labour.

Scepter conducts criminal background checks on new employees so it would find evidence of crimes related to the use of forced or child labour and would not hire such person. Scepter validates a potential employee's ID against their attested declaration for information such as date of birth, SIN, and address. This process verifies age prior to hiring so we do not hire minors (child labour).

Myers is starting to require that all employees complete annual, mandatory training for the Code of Ethics, which touches on the Human Rights policy and our commitment not to use forced or child labour in our businesses. The training is offered online and in-person, depending on site needs.

8. This is how Scepter assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

Scepter believes the policies and processes summarized in this report, together with its assessment of the use of forced or child labour in its supply chain, is sufficient to address this requirement.

SIGNED AND ATTESTED:

This document has been approved by Scepter Canada Inc.'s sole director, Mr. Michael John McLaughlin on May 31, 2024, for the financial year ending December 31, 2023, to satisfy the reporting obligation under the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

In accordance with 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 the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year indicated above.

I have authority to bind Scepter Canada Inc.

Signature:

Printed Name:

Michael John McLaughlin

Title:

Director

Date:

MAY 31, 2024