



**Entity:** Mold-Masters (2007) Ltd.,

233 Armstrong Avenue, Georgetown Ontario, Canada <https://www.moldmasters.com>

**Business number[s]:**

443766-7

**Reporting Year:** 1 October 2023 to 30 September 2024

**Report Version:** Initial submission

## Structure, Activities and Supply Chain

### Structure

Corporate Structure: Mold-Masters is a corporation headquartered in Georgetown ON, and with facilities globally, Mold-Masters manufactures and sells plastics injection molding equipment and controls. Mold-Masters is a wholly owned subsidiary of:

Hillenbrand, Inc.

1 Batesville Blvd, Batesville IN 47006

<https://hillenbrand.com>

Number of Employees: 398 (within Canada)

Mold-Masters is led by a global president and global leadership team for Commercial, Engineering and Operational activities, and receives support from centre-led functions through its parent company, Hillenbrand, Inc. (“Hillenbrand”) for Finance, Human Resources, Legal, IT, Sustainability & EHS, and Global Supply Management (“GSM”).



## Activities

This report covers Mold-Masters (2007) Ltd, and its affiliates globally:

- Production facilities in Canada, Germany, UK, India and China
- Sales and Service offices in: USA, Canada, Germany, UK, India, China, Mexico, Brazil, France, Spain, Italy, Singapore, Japan, Korea

As a producer of industrial equipment, Mold-Masters' global supply chain includes raw materials such as, but not limited to, steel, aluminum, and other metals, as well as the fasteners, fitting, actuators, motors, controls, and other industrial materials that go into our products, and the industrial services, supplies, and equipment required to operate our facilities.

## Supply Chain

As a global company, Mold-Masters' supply chain has inputs from many regions, all of which are considered when assessing risk. In particular, the majority of goods, including raw materials, components, assemblies, and finished goods from external suppliers and internal product transfers have origin in Canada, China, India, United States and some European countries.

# Policies and Due Diligence Processes

## Policies

Mold-Masters is committed to protecting and upholding human rights and preventing discrimination through the principles embodied in the Hillenbrand Code of Ethical Business Conduct, Supplier Standards, Supply Chain Transparency Policy, and Human Rights Policy, among other policies.

Hillenbrand's Human Rights Policy is informed by the U.N. Guiding Principles on Business and Human Rights and applies to all associates, subsidiaries, consultants, agents, sales intermediaries, distributors, and independent contractors. This policy applies across the organization and governs all Mold-Masters' entities for the prevention of child labour and forced labour within our business. We ensure we follow the local laws and regulations in every country, region, and town where we work. It's important to us that we respect the rules and do the right thing wherever we operate. Policies identified above can be found [here](#) on the Hillenbrand website.



## Due Diligence Process

Hillenbrand has a comprehensive system in place for human rights due diligence and risk management, overseen by the GSM team. This includes Supplier Standards, Supply Chain Transparency Policy, Human Rights Policy, and a pre-existing grievance mechanism. We are committed to continuously monitoring our supply chain, including our own operations, for risks and opportunities.

At least once a year or on an ad hoc basis, the Hillenbrand Chief Procurement Officer or designee conducts a risk analysis to identify potential risks both within Mold-Masters and within our supply chain. The results of this risk analysis are communicated to Hillenbrand's management and published annually where and when as required by applicable law. We recognize that risk can be a rapidly evolving topic, which is why we have embedded this process to periodically update our risk assessment based on new external datapoints and actively assess any new suppliers prior to engagement.

In addition, as part of our usual risk and GSM activities, we assess and monitor the macro environment on an annual basis to better understand the changing environment (i.e. political, climate, supply chain) to best identify potential threats or risks and formulate mitigation strategies, analyze our supplier footprint, and conduct stress tests regarding alternative strategies and supply options.

## Within Mold-Masters

Mold-Masters emphasizes respect for the basic human rights of our associates, including fair remuneration, freedom of assembly, health and safety standards and prohibition of discrimination, forced labour and child labour. The risk of forced labour or child labour is also addressed during the employee onboarding process, which includes background checks on the eligibility to work in each region, verifying that minimum age requirements are met, and qualification for the relevant tasks prior to undertaking any work.



## Within our Supply Chain

To do business with Mold-Masters, all suppliers must confirm that they have reviewed and are in compliance with our Supplier Standards, which include specific requirements that align with Hillenbrand's Core Values, international labor and human rights standards, and applicable laws and regulations. These Supplier Standards mirror the requirements of our Supply Chain Transparency Policy, which includes the following binding principles:

- Prohibition of child labor
- Free choice of employment (no forced labor)
- Prohibition of discrimination
- Adherence to the principle of equal opportunity and equal treatment
- Remuneration, as per local law
- Freedom of collective bargaining and association
- Compliance with occupational safety regulations
- Prohibition of deprivation of natural resources
- Prohibition of certain commissioning of security forces

## Reporting

We require our associates to report any concerns, complaints, or suspected violations of our policies to the Hillenbrand Code of Ethics and Compliance Hotline (sometimes referred to as a "whistleblower hotline") or other applicable reporting channels. Through this hotline, compliance violations may be reported in a secure manner 24 hours a day and seven days a week, online or via telephone. The in-take is managed by a third-party supplier. Reports can also be made anonymously. The hotline is available to all Hillenbrand and Mold-Masters associates, as well as customers, suppliers, and other internal and external stakeholders. Our Code of Conduct forbids retaliation against concerns made in good faith. Further details can be found in our publicly available concern procedure, which can be found here: [HI - Ethics & Compliance: Concern Procedure](#)



## Forced Labour and Child Labour Risks

Mold-Masters' global footprint and supply chain includes regions of the world that carry increased risks of forced labour or child labour. In FY2024, Hillenbrand Global Supply Management, performed a mapping of supply chain human diligence risks across our global supply base, which included the Mold-Masters supply chain. The risks considered are based on the guidance laid out by the German Supply Chain Due Diligence Act, and include prohibition of child labor, as well as free choice of employment. We utilize abstract risk analysis based on country and industry data for the individual risk categories.

To streamline this risk management process, we have a supply chain service portal. This tool enables us to deploy our Supply Chain Transparency Policy and Supplier Standards to new suppliers and administer questionnaires on human rights diligence, conflict minerals, and other sustainability management topics.

## Remediation Measures

Mold-Masters has not identified the use of forced labour or child labour in our entity's activities or supply chain; thus, the question of remediation is considered not applicable.

## Remediation of Loss of Income

Mold-Masters has not identified that any vulnerable families have experienced a loss of income as a result of steps taken to eliminate forced labour or child labour risks in our entity's activities or supply chain; thus, the question of remediation of loss of income is considered not applicable.

Mold-Masters hosts a mandatory training session on Human Trafficking in Supply Chain to the entire GSM team, inclusive of tactical buyers and leaders. This online training was developed internally through Hillenbrand, and it includes the topic of forced labour.



## Assessing Effectiveness

We have an established framework to identify and evaluate risk; however, as there have been no instances of non-compliance found, we believe the preventative measures are appropriate and the effectiveness of the remediation measures are not applicable for this reporting period. No actions have yet been taken to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

For more information on our program, please visit: [Our Suppliers: A Partner With Possibility](#)

## 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. I have the authority to bind Mold-Masters (2007) Ltd.

Jim Barrett

General Manager - Americas

27 May 2025