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|  | <h2>Modern Slavery Act Transparency</h2>  | <b>BUSINESS UNIT:</b><br>419 E. Lamar |                                     |
| <b>DOCUMENT NUMBER:</b><br>P-HR-001   | <b>DOCUMENT OWNER:</b><br>Human Resources | <b>REVISION:</b><br>1                 | <b>REVISION DATE:</b><br>10/15/2024 |

Royal Case Company is committed to combating modern slavery and human trafficking in our business operations and supply chains. This statement outlines the steps we have taken during the financial year to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains.

### **Our Business and Supply Chains**

Royal Case Company manufactures and distributes high-quality cases and packaging solutions. We work with a network of suppliers both domestically and internationally to source materials and components for our products.

### **Policies and Procedures**

We have implemented several policies and procedures to address the risks of modern slavery:

- A Supplier Code of Conduct that explicitly prohibits the use of forced labor, child labor, and human trafficking
- Regular risk assessments of our supply chain to identify areas of potential concern
- Due diligence processes when onboarding new suppliers, including questionnaires about their labor practices
- Contractual clauses requiring suppliers to comply with all applicable labor laws and regulations

### **Training and Awareness**

All employees involved in procurement and supply chain management receive training on identifying and reporting potential signs of modern slavery. We also conduct awareness campaigns to educate our wider workforce about this important issue.

### **Risk Assessment and Due Diligence**

We have conducted a risk assessment of our supply chain and identified certain raw material suppliers in high-risk countries as areas requiring additional scrutiny. For these suppliers, we conduct enhanced due diligence, including on-site audits where feasible.

### **Continuous Improvement**

We recognize that combating modern slavery requires ongoing vigilance and improvement. We are committed to regularly reviewing and enhancing our policies and procedures to strengthen our approach to preventing modern slavery in our business and supply chains. This statement has been approved by the Executive Team at Royal Case.