



The Advanced Manufacturing
and Printing Company

Ampco Manufacturers Inc. t: 604.472.3800
#101-9 Burbidge Street f: 604.944.4017
Coquitlam, BC
Canada V3K 7B2 ampcomfg.com

STATEMENT ON CHILD AND FORCED LABOUR

As a global corporation engaged in the procurement and sale of goods internationally, Ampco believes it is our responsibility to ensure no product we sell or obtain is the result of any child or forced labour. In this regard, Ampco follows the principles of child labour set forth in the International Labour Organization (ILO) Minimum Age Convention [no. 138](#) (1973), and Canadian Bill S-21. According to this convention, the word "Child" is defined as any person below fifteen (15) years of age (unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply); and any person under the of age of 18 that is performing work that is hazardous to the physical or mental health of the child. If, however, the local minimum working age is set at fourteen (14) years of age in accordance with exceptions for developing countries, the lower age will apply.

Ampco acknowledges the unfortunate fact that in many countries, child and forced labour practices continue to be a pervasive problem. While Ampco appreciates cultural differences, the company does not, in any circumstance, condone the exploitation of any child, child labour or forced labour in any of its global operations. Ampco is committed to sustainable and broad-based solutions to ensure that no Ampco product (or component part) is a by-product of child labour.

To help foster that commitment, Ampco follows the following principles:

- Ampco prohibits the use of child labour and/or compulsory labour in its global operations and facilities.
- No employee of AMPCO is made to work against his/her will or work as forced labour, or subject to physical punishment, abuse, servitude, or coercion of any type related to work.
- Ampco will not employ any child (as defined by the ILO Convention) to perform work.
- Ampco supports temporary internships, apprenticeships, customary seasonal employment, and educational programs for younger persons provided that such programs are closely supervised, parental permissions are granted where required, and the individuals involved do not have their health, safety, or compulsory education compromised in any way.
- Ampco expects its business partners, associates, suppliers, and contractors with whom we do business to uphold similar standards by complying with applicable laws in the countries where they operate and not engaging or permitting any child/forced labour. In the event a pattern of behaviour in violation of these principles becomes known to Ampco and is not corrected by the business partner, associate, supplier, and/or contractor, Ampco will take action that it deems necessary, including but not limited to, discontinuing the business relationship.

It is the responsibility of local management and the Human Resource Department to ensure compliance with this statement at all Ampco operations and facilities.

Dann Konkin
President & CEO

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