

# Modern Slavery Report 2024

## Coinamatic Canada, Inc.



This Modern Slavery Report (the “Report”) addresses the period from January 1, 2024, to December 31, 2024, and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) (the “Act”). This Report is made on behalf of Coinamatic Canada, Inc. (“Company”) and certain of its subsidiaries (collectively, “Coinamatic”, “we”, “us” or “our”).<sup>1</sup> A French version of this Report may be requested from Coinamatic.

### 1. Introduction

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading commercial laundry equipment and services business, Coinamatic recognizes the important role that we have in ensuring that our operations and products, and the supply chains that support these, adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour in our supply chain. This Report sets out the steps we have taken during Fiscal 2024 to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by Coinamatic or of goods imported into Canada by Coinamatic.

### 2. Our Business

Coinamatic is a commercial laundry equipment and services company headquartered in Canada. We provide effective and sustainable end-to-end solutions for on-premise laundry operations. Coinamatic generally purchases commercial laundry equipment from three (3) major suppliers (Whirlpool Corporation, Alliance Laundry Systems, and LG Electronics). We also purchase parts for the long-term upkeep of the aforementioned equipment. Our primary business is to supply, install and maintain this equipment as a leased service for multi-residential clients. Our secondary business is the sale and leasing of large-chassis commercial laundry equipment for the hotel, hospitality, and long-term care industries. Finally, as very small piece of Coinamatic’s business is the operation of a parking lot management business called ParkSmart Inc. Coinamatic has distribution and service operations in all provinces in Canada. Coinamatic’s supply chain includes businesses that supply goods and services to our organization, including laundry machines (large and small chassis), payment systems for operating said machines, and parts to maintain the machines.

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<sup>1</sup> The subsidiaries covered by this Report include Coinamatic Leasing Corporation, Coinamatic Commercial Laundry Inc., and ParkSmart, Inc.

In total, we procure goods and services from approximately four (4) major suppliers and handful of minor suppliers. The suppliers we engage include businesses that manufacture the equipment used to provide our laundry services to our customers. Specifically, our four (4) major suppliers, from whom Coinamatic procures the overwhelming majority of its good and services, are: (1) Whirlpool Corporation, (2) Alliance Laundry Systems, (3) LG Electronics, and (4) Kiosoft, which suppliers have manufacturing plants in, but not limited to, the United States of America , South Korea, Thailand, China, and Czechia.

### 3. Our Policies

#### Policies

Through our organizational and governance policies we communicate our values and expectations, setting a high bar for ourselves, our suppliers, and our selling partners, and we do not tolerate any forms of forced labour or child labour. We are committed to consistently evolving and improving our approach. We do not tolerate child, forced or bonded labour in any of our operations or by suppliers working for us. We make every effort, including through carrying out due diligence reviews and audits to monitor the performance of our suppliers, to prevent our activities having a negative impact on human rights. Our relevant policies are discussed in further detail below:

#### Code of Business Conduct and Ethics

We are committed to conducting our business in a lawful and ethical manner. Our Code of Business Conduct and Ethics (the “Code”) is the foundation of our company policies and sets out guiding principles on professional conduct and establishes that in performing their job duties, Coinamatic employees should always act lawfully, ethically and in the best interests of Coinamatic. Further, the Code sets out a whistleblower policy, including protections against retaliation for reporting Code or other legal violations.

#### Whistleblower Policy

Coinamatic has a robust complaint resolution procedure, including protections against retaliation for whistleblowing activities. Such procedures include reporting obligations, confidential investigations, and strict reprisal or retaliation policies, (all reprisals are to be reported immediately). Coinamatic will not condone any form of retaliation against anyone who makes a good faith complaint under this policy.

#### Due Diligence

We expect third parties with which we work to adhere to business principles and values similar to our own and to comply with all applicable laws and regulations. We take reasonable steps to appropriately evaluate our relationship with third parties and mitigate any associated risks by carrying out risk-based due diligence and checks. Below are the links to Whirlpool Canada and LG’s Anti-Slavery Reports from 2023, also attached, as Appendix “A” to this document, is a statement from Alliance Laundry Systems.

- [https://www.lg.com/content/dam/lge/global/sustainability/pdf/Global\\_Labor\\_Policy\\_guideline\\_v6.0\\_English.pdf](https://www.lg.com/content/dam/lge/global/sustainability/pdf/Global_Labor_Policy_guideline_v6.0_English.pdf)  
[https://www.whirlpool.ca/content/dam/business-unit/whirlpoolv2/en-ca/marketing-content/site-assets/page-content/canada-s211-report/Modern%20Slavery%20Report%202023\\_ENGLISH\\_05.30.2024.pdf](https://www.whirlpool.ca/content/dam/business-unit/whirlpoolv2/en-ca/marketing-content/site-assets/page-content/canada-s211-report/Modern%20Slavery%20Report%202023_ENGLISH_05.30.2024.pdf)

We acknowledge that employees working in our facilities and our supply chain are at potential risk of forced labour or child labour. In order to mitigate this risk, we follow a due diligence approach that includes periodic site visits to all or some of our four (4) major suppliers and reviewing literature, if any, provided by third parties relating to their practices on the topics set forth in the Act. Previous Site visits have included LG Electronics (South Korea) in 2023, Whirlpool (Benton Harbor, MI) 2024 and Alliance Laundry (Ripon, WI) 2024.

#### 4. Assessing Our Risk

Coinamatic engages in various activities to identify, assess, and manage supplier risk. In assessing the risk of forced and child labour in our business and supply chains, we make every effort to generally restrict our product lines to large well-established industry leaders in our space. We have also asked our four (4) primary manufacturers to supply us with their policies regarding forced and child labour in their supply chains such that we can attempt to ensure they are in-line with our internal policies and/or standards. In 2024 we requested documentation from all four (4) primary suppliers, and received, and reviewed documentation from LG, Whirlpool, and Alliance Laundry. The information provided sets out the efforts taken to prevent forced and child labour within their workforce aligns with our internal policies. To identify the business activities with the greatest exposure to these risks, we also informally consider the following factors:

- Offshore production
- Long, complex, or non-transparent supply chains
- Jurisdictional risks including poverty, conflict, and enforcement of international human rights standards.
- Partnering with Industry Leading companies who have demonstrated a strong commitment to prevent the use of child or slave labour within their supply chains.

Our exposure to the risk of forced labour and/or child labour likely increases when we engage with third parties, particularly in categories such as offshore manufacturing.

#### 5. Our Commitments

##### Steps to Prevent and Reduce Risks of Forced and Child Labour

Coinamatic takes the following steps to prevent and reduce the risks of child labour:

- Select at least one or more of our major supplier's manufacturing facilities to visit in person.
- Site Visits to LG Electronics (South Korea) in 2023, Whirlpool (Benton Harbor, MI) 2024 and Alliance Laundry (Ripon, WI) 2024.
- Informally conversing with some or all of our major supply chain partners on the issue of addressing forced labour and/or child labour.

Coinamatic proactively works with, and relies upon, industry leading suppliers to ensure compliance with all local and national regulations.

##### Remediation Measures

Our Code of Business Conduct and Ethics and our whistleblower policy require all employees and contract workers of Coinamatic to report actual or possible misconduct. We also undertake diligence efforts (as

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further described in this Report) to ensure that the risk of forced labour and child labour is mitigated in our business. If we discover any forced labour or child labour in our business and supply chains, we intend to take the following measures to remediate such forced labour or child labour:

- Suspension or termination of a supplier, sub-supplier, or contractor; and/or
- Any other remedial measures that may be appropriate considering the specific facts involved.

In 2024, Coinamatic did not encounter any forced labour or child labour issues, therefore there was no need to take any of the above listed actions, resulting from our site visits and informal conversations with our suppliers.

Training

Every year, Coinamatic personnel, at all levels, are encouraged to ensure that our Code of Business Conduct and Ethics is understood and properly applied to our daily activities as well as further training on Harassment, Violence, and Code of Reasonable Conduct and Conduct Accountability, Diversity, Equality and Inclusion once every two years. Every new employee of Coinamatic must review and receives training on our values and other policies, including our Code of Business Conduct and Ethics, and how to report wrongdoing under our whistleblower policy. We strive to provide employees with ongoing and periodic training opportunities to ensure that all employees have current knowledge.

6. Our Progress and Effectiveness

As part of our governance processes, we generally monitor compliance with our policies on an ongoing basis. We also review any concerns raised through our whistleblower policy and other informal mechanisms of employee feedback. To date no significant concerns or complaints have been raised by Coinamatic personnel with respect to the topics set forth in the Act.

7. Approval & Signature

This Report has been approved by Coinamatic Canada Inc.’s Board of Directors on April 24, 2025 and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada. This Report is also available on our company website at [www.coinamatic.com](http://www.coinamatic.com).

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

By: Todd Myers

Name: Todd Myers

Title: SVP, President

Date: April 24, 2025

I have the authority to bind Coinamatic Canada Inc., Coinamatic Leasing Corporation, Coinamatic Commercial Laundry Inc., and ParkSmart, Inc.

**APPENDIX “A”**

**Alliance Laundry Systems Code of Ethics – Human Trafficking, Slavery and More**

## Code of Ethics – Human Trafficking, Slavery and More

Alliance Laundry Systems manufactures and supplies commercial laundry equipment through distributors, such as Coinamatic and its parent organization WASH Multifamily Laundry. Alliance provides the following brands to the WASH organization:


- Huebsch – Canada and limited states in the United States
- OPLS by WASH – Canada and limited states in the United States
- Speed Queen – United States

Alliance has a code of ethics that is followed by all employees, and we require all partners to adhere to the same code of ethics.

The following pages cover Alliance Anti-Human Trafficking policy, plus the code of ethics agreements that all partners must sign and agree to follow.

Scott Honeycutt  
Senior Key Account Manager  
Multi-housing

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	<b>Company Policy</b>		Date: September 2, 2022
	TOPIC:		Revised:
			<b>Anti-Human Trafficking Policy</b>
	APPROVED:	Amanda Kopetsky, VP – Global Human Resources	
	SCOPE:	All Global Team Members	

### Purpose

Alliance Laundry Systems (“ALS” or “The Company”) is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor. The Company will not tolerate or condone human trafficking or slavery in any part of our global organization.

ALS employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners, and others through whom the Company conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery.

### Scope

This policy applies to all personnel employed by or engaged to provide services to or on behalf of ALS, including, but not limited to, employees, officers, and temporary employees of the Company and the Company’s U.S. and international subsidiaries, agents and independent contractors (for ease of reference throughout this policy, “Agents”). Where local country laws contain mandatory requirements that differ from the provisions of this policy, those requirements will govern for individuals working in those countries. Please refer to your local legal counsel if you have questions about your local laws or policies.

### Policy

Company policy prohibits all Agents from engaging or complicity in any actions which may result in the trafficking of persons and slavery. This includes, but is not limited to, the following actions and activities:

- Engaging in any form of trafficking in persons, forced labor, sex or labor trafficking.
- Procuring or in any way paying for or contributing to any commercial sex acts.
- Using forced labor in the performance of any work.
- Destroying, concealing, confiscating, or otherwise denying access by an Agent to the Agent’s identity or immigration documents, such as passports or drivers’ licenses, regardless of issuing authority.
- Using misleading or fraudulent practices during the recruitment of employees or agents or offering of employment/contract positions, such as failing to disclose, in a format and language understood by the employee or applicant, basic information; or making material misrepresentations during the recruitment of employees or agents regarding the key terms and conditions of employment or engagement, including wages and fringe benefits, the location of work, the living conditions, housing, and associated costs (if provided by the employer or agent), any significant cost to be charged to the employee or applicant, and, if applicable, the hazardous nature of the work.
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- Charging applicants recruitment fees.
- If required by law or contract, failing to provide return transportation, or failing to pay for the cost of return transportation upon the end of employment or engagement.
- If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards.
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing with legally required information and in a language the Agent understands.

*Alliance retains the right, in its sole discretion, to change this policy at any time and to determine what conduct or conditions are covered by this policy. No contract of employment is created hereby.*

### **Reporting**

Employees should report any potential violation of this policy to a manager, the Human Resources Department, or to ALS General Counsel. Reports may also be made through the ALS Ethics Hotline (US: INTERNAL, International: INTERNAL) or via the internet at the following website: INTERNAL, which allows anonymous reporting as permitted by applicable law.

Reports of suspected violations will be promptly and fully investigated to ensure compliance with this policy. Confidentiality will be maintained to the extent reasonably practical, consistent with the need to investigate the report. Retaliation against or harassment of reporting parties, witnesses, or anyone involved in helping to resolve a compliance concern is strictly prohibited. When necessary, interim measures may be taken pending full investigation and resolution, such as suspension, separating of employees and/or other actions determined appropriate by the Company.

### **Disciplinary Actions**

ALS will not tolerate retaliation against an Agent for reporting a concern in good faith or for cooperating with a compliance investigation, even when no evidence is found to substantiate the report.

Any violation of this policy may be grounds for disciplinary action, up to and including termination. Alliance Laundry Systems LLC, and its affiliates, have the exclusive right to interpret this policy regarding their respective Agents.

Violation of any governmental policies, regulations and local laws against human trafficking may also result in criminal prosecution of responsible individuals.



## ALLIANCE LAUNDRY SYSTEMS' BUSINESS PARTNERS' CODE OF CONDUCT

### PURPOSE

Alliance Laundry Systems and its affiliated entities ("Alliance Laundry Group") are committed to excellence not only in the quality of the products and services we provide, but also in the integrity of our business practices. Our reputation as a leader in the laundry solutions industry is built on a foundation of ethical behavior, respect for human rights, and protection and conservation of the environment.

As we continue to grow and evolve in a complex global marketplace, the relationships we foster with our business partners are more vital than ever to our success.

This Business Partners' Code of Conduct (the "Code") has been developed to ensure that our esteemed business partners share and uphold the fundamental values and principles in all their interaction with Alliance Laundry Group. The core values of this Code are organized around three basic pillars:

- a. Legal and ethical conduct,
- b. Respect for labor and human rights, and
- c. Commitment to environmental sustainability.

Alliance Laundry Group expects our business partners to also uphold these values and take ownership of their implementation within their organizations to ensure adherence. In instances where business partners operate in countries or markets subject to additional and specific mandatory regulations, Alliance Laundry Group expects them to comply with such additional and specific mandatory regulations as well.

### SCOPE

This Code applies to all suppliers of goods and services to Alliance Laundry Group, including their sub-tier and component suppliers, as well as to all of our customers, including, but is not limited to, distributors, retailers, investors, agents, contractors, servicers, providers, installers, and importers ("Business Partners"), irrespective of their status as individuals or corporate entities. In the case of corporate entities, it is their responsibility to ensure that their employees, contractors, agents, representatives, affiliated group companies, and any third-party entities they engage with are fully informed about, and adhere to, the principles and values set forth in this Code.

While this Code generally refers to "Business Partners" to encompass all entities and individuals within our operational and commercial sphere, it is important to note that if a specific section applies exclusively to our suppliers, such distinction will be clearly indicated. In addition, references to "employees" throughout this document are aimed at the workforce and dependent staff of our Business Partners (including contractors, agents or other representatives), excluding Alliance Laundry Group's own employees.

In the forthcoming sections, we explore core values and principles. "Must", "Mandatory", "Essential" or similar expressions signifies the critical requirements set by Alliance Laundry Group. Additionally, we provide strategic recommendations aimed at enabling our Business Partners to further advance their compliance frameworks, as part of our commitment to ongoing development within our partnership ecosystem.

## CORE VALUES AND PRINCIPLES

### A. LEGAL AND ETHICAL CONDUCT

#### **Compliance with Laws and Alliance Laundry Group's policies and procedures**

Business Partners must ensure full compliance with all local and international laws and regulations relevant to their operations, including securing all requisite permits and licenses within the jurisdictions they operate. This includes, but is not limited to, laws and regulations relating to environmental protection, occupational health and safety, ethical business conduct, and labor practices.

**Sanctions Laws and Requirements**

In addition to all international sanctions which may be applicable to a subject Business Partner, all Business Partners are explicitly required to comply with the United States Office of Foreign Assets Control (OFAC) sanctions and U.S. export control laws. This entails strict adherence to regulations governing the exportation of goods, services, and technology from the U.S., and ensures no engagement with entities or individuals that are subject to U.S. or applicable international economic sanctions.

Furthermore, Business Partners are also required to adhere to our specific policies and procedures in connection with their engagement with our Group.

**Business Integrity, Anti-bribery, and Anti-corruption Standards**

Our Business Partners are mandated to exhibit supreme integrity throughout all their business engagements. A firm zero-tolerance policy against bribery, corruption, extortion, and embezzlement is essential. Engaging in actions that involve offering, accepting, or authorizing bribes or leveraging means to secure unwarranted benefits is strictly forbidden.

Use of assets or funds for illegal inducements aimed at influencing the decisions or actions of the Alliance Laundry Group or its employees, or any governmental entity or other third party, is strictly prohibited.

Our Business Partners must ensure compliance with all applicable anti-bribery and anti-corruption laws in any jurisdiction, including regions, countries, provinces, or states, where they operate.

**Antitrust Compliance**

Business Partners must conduct their operations in strict adherence to all applicable antitrust and competition laws. This commitment entails actively preventing any actions that could restrict competition or constitute unfair trade practices, including but not limited to, price fixing, market allocation, and bid rigging. Business Partners are required to foster fair competition at all times, ensuring their business practices do not impede or manipulate market dynamics.

**Conflict of Interest**

Business interactions must be conducted without any conflicts of interest. It is imperative that our Business Partners promptly disclose any possible conflict of interest in their commercial engagements with Alliance Laundry Group. Early disclosure provides Alliance Laundry Group with sufficient time to address and rectify the situation appropriately, ensuring that our business practices remain transparent, equitable, and adhere to the utmost ethical standards.

**Privacy and Data Protection**

Business Partners must ensure compliance with data protection laws, guaranteeing that all personal data are collected, processed, stored, transferred, and deleted in accordance with relevant legislation. To secure this protection, Business Partners are required to implement the necessary security measures that safeguard personal information's integrity and confidentiality.

**Intellectual Property and Confidentiality**

Business Partners must respect and strictly protect Alliance Laundry Groups' intellectual property, including patents, trademarks, and copyrights, adhering to all usage guidelines. Any non-public information must be treated as confidential. Reverse engineering of Alliance Laundry Groups' products, technologies, or any proprietary information is strictly prohibited. Business Partners must prevent unauthorized disclosure or use, ensuring the integrity and confidentiality of all proprietary information.

**Whistleblowing Reporting Systems and Non-Retaliation Requirements**

We strongly encourage all Business Partners to develop and maintain whistleblowing reporting systems that allow for the secure and confidential reporting of unlawful or unethical behavior. When the law mandates it, based on the characteristics of the Business Partner, compliance with this legal requirement is mandatory. These systems should ensure anonymity and offer unequivocal protection for whistleblowers against any form of retaliation or discrimination resulting from their disclosures.

**Sustainable Sourcing and Procurement of Products and Raw Materials**

Suppliers must ensure sustainable, ethical, and quality-compliant sourcing of all products and raw materials, strictly adhering to environmental, labor, quality, and safety standards. Due diligence is required to avoid contributing to environmental damage or human rights violations, while also confirming materials are obtained or manufactured in line with applicable global and local regulations on environmental protection, social responsibility, quality, and safety. Transparency and collaboration with Alliance Laundry Group to

mitigate any sourcing and procurement risks are mandatory, aiming to reduce our environmental impact and promote higher levels of social equity and safety across supply chains.

### **Conflict Minerals Compliance**

Suppliers of components that may contain tantalum, tin, tungsten, and gold ("3TG") to Alliance Laundry Group are required to certify that these materials are "conflict-free," meaning they do not fund armed conflict or contribute to human rights abuses in the Democratic Republic of the Congo (DRC) or adjacent areas. Suppliers must demonstrate continuous improvement in traceability and collaborate with Alliance Laundry Group to ensure compliance with all requirements that all components supplied to the Alliance Laundry Group are "conflict free."

## **B. RESPECT FOR LABOR AND HUMAN RIGHTS**

### **Freely Chosen Employment and Employee's Rights**

Business Partners must reject all forms of forced or compulsory labor. Where legally applicable and in accordance with local practices, Business Partners are advised to provide employment agreements in writing and in the employee's language, including any future variations. Employee's personal documents should not be retained, except as required by law. All employment must be voluntary, allowing employees to terminate their employment with reasonable notice in accordance with local norms/laws or agreed-upon conditions.

Additionally, Business Partners must ensure that their employees have access to all legally mandated leaves, including vacation, maternity-paternity and adoption leaves, and any other leaves recognized or established by law.

### **Child Labor Prevention**

Business Partners must not employ child labor and must adhere to the minimum age for employment as specified by local laws or regulations. In countries where there are no laws regulating the minimum age for employment, Business Partners commit to respecting international labor standards, including those established by the International Labour Organization (ILO), as applicable.

Business Partners should always protect the health and safety of young employees, recommending the avoidance of hazardous, night-time, and overtime work. Business Partners are recommended to promote opportunities for learning and professional growth, particularly among young employees or those engaged in apprenticeship programs.

### **Working Hours**

Business Partners must comply with all applicable local laws governing working hours and overtime, and respect legally mandated rest periods within each working cycle or throughout the workday.

### **Wages and Benefits Compliance**

Business Partners are required to adhere strictly to all relevant laws governing wages, overtime compensation, benefits, and work permits. Furthermore, they must honor the terms of remuneration as determined by legally binding collective bargaining agreements. Business Partners are also obligated to carry out all legally mandated deductions, including taxes, social security, and health insurance contributions, ensuring these are appropriately deposited with the specified agencies or accounts as per legal requirements.

### **Non-Discrimination**

Business Partners must uphold an environment of equality, where no form of discrimination is practiced or tolerated. This commitment extends to all aspects of employment, including hiring, training, promotion, and compensation, ensuring no prejudice based on race, color, age, gender, sexual orientation, gender identity, ethnicity, disability, pregnancy, religion, political belief, union membership, or any other protected status.

### **Anti-Harassment**

Business Partners must maintain a workplace free from harassment, ensuring that every employee is treated with respect and dignity. Strict policies against any form of harassment, whether physical, psychological, sexual, or verbal, must be established and clearly communicated to all employees. Establishing essential measures to prevent, address, and resolve any incidents of harassment is crucial in promoting a safe and inclusive work environment for everyone.

### **Freedom of Association**

It is recommended that Business Partners respect the rights of their employees, including the right to bargain collectively and to engage in peaceful assembly where such activities are permitted by local laws. Additionally, it is advisable that employees have the ability to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Business Partners are also encouraged to respect the right of employees to refrain from any of these activities.

### **Health and Safety**

Business Partners must ensure a safe and healthy work environment for all employees, complying with local health and safety laws. This includes identifying and managing workplace hazards through effective controls, training, and, if necessary, personal protective equipment. If local regulations require, an appointed Health and Safety officer must oversee these practices.

Business Partners are encouraged to actively assess and minimize workers' exposure to hazardous materials and conditions. Where risks cannot be completely removed, it is imperative to provide workers with appropriate personal protective equipment to ensure their safety.

Additionally, all employees and any other individuals entering the Group's premises must be informed about the inherent dangers of the workplace and provided with adequate knowledge and personal protective equipment.

### **Safety Training and Information**

Business Partners are encouraged to provide comprehensive health and safety training and information, accessible in the employees' local language. While recognizing international variations in regulations, it's advisable to educate workers about prevalent hazards, including mechanical, chemical, and fire risks, ensuring this information is visibly displayed and readily available. Initiate training before work begins and maintain ongoing education where practicable. All employees should feel empowered to voice health and safety concerns, assured of a retaliation-free environment.

### **Emergency and Injury Management**

Business Partners are advised to implement emergency plans including employee notification and evacuation procedures. Equally important is developing a thorough approach to preventing, addressing, and documenting workplace injuries and illnesses, ensuring immediate medical treatment, and facilitating the recovery and return to work of affected employees.

In countries where it is required, Business Partners must have insurance coverage that supports employees in cases of injuries, accidents, or illnesses, complying with local legal standards and facilitating their recovery and return to work.

### **Workplace Environment Standards**

Maintaining a safe and healthy work environment includes ensuring access to clean toilets, drinkable water, and hygienic food preparation and dining areas, as applicable. For Business Partners who provide worker accommodations, it's crucial to ensure these spaces are clean, secure, and meet the necessary standards.

## **C. COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY**

### **Environmental Compliance**

Business Partners must obtain, maintain, and keep current all necessary environmental permits, approvals, and registrations, adhering strictly to their operational and reporting requirements.

### **Sustainable Use of Resources**

Business Partners are expected to use resources efficiently, including water, energy, and raw materials. Optimizing the use of natural resources through conservation, production modifications, material substitution, reuse, and recycling is essential.

We encourage Business Partners to implement water management programs that monitor, conserve, and properly dispose of water. Similarly, identifying and reducing energy consumption and greenhouse gas emissions is advised.

### **Handling Hazardous Substances**

Hazardous chemicals, waste, and materials must be clearly identified, labelled, and managed to ensure safe handling, storage, movement, use, recycling, or disposal, safeguarding human health and the environment.

**Waste Management**

Business Partners must comply with all applicable laws and permits related to the storage, handling, and disposal of waste, either directly or through waste subcontractors. For European operations, adhere to the Waste Electrical and Electronic Equipment Directive (WEEE Directive) which sets the standards for the treatment, recovery, and recycling of electronic and electrical goods. For operations in other countries/regions, compliance with applicable local or federal laws governing the disposal and recycling of electronic and electrical products is required.

In addition, we recommend to Business Partners adopting a systematic approach to efficiently manage, minimize, and ensure the responsible disposal or recycling of non-hazardous solid waste.

**Air emissions**

It is strongly recommended that air emissions, including volatile organic chemicals, particulates, and combustion byproducts, are characterized, monitored, controlled, and treated as required before discharge. This recommendation applies to all Business Partners (and not only to our suppliers who may have a direct influence through manufacturing and operational processes) recognizing their significant roles in the product lifecycle and potential impacts on air quality through product use, management, and disposal.

## CONCLUSION

Alliance Laundry Group appreciates your commitment to upholding the principles and values outlined in this Code. Your adherence ensures that together we can maintain high standards of integrity, compliance, and ethical practices throughout our business operations.

For any questions or concerns regarding this Code of Conduct, please contact us at [Legaldepartment@alliances.com](mailto:Legaldepartment@alliances.com)

Thank you for your dedication to maintaining a responsible and ethical business partnership.