



Human Trafficking and Slavery Statement

California Transparency in Supply Chains Act

As a leading United States-based manufacturer of plastic packaging, M&M Industries is guided by basic principles about the people to whom we are responsible, including our employees, customers, suppliers, community and other stakeholders. Chief among these are two of our company's core values: Do the Right Thing and Alliances for Life. We believe in operating all our facilities within the framework of integrity, responsibility, and respect. We have a zero-tolerance policy for human trafficking and slavery, and we are deeply committed to ensuring there is no modern slavery or human trafficking in our operations or supply chain.

on Forced Labour, its priority principles, and the International Labour Organization core standards on forced labor, child labor, freedom of association and discrimination. We also support all laws that seek to prevent and eliminate slavery and human trafficking from global supply chains by increasing transparency, including the California Transparency in Supply Chains Act of 2010, Australia's Modern Slavery Act 2018, and the United Kingdom's Modern Slavery Act 2015.

All suppliers are contractually obligated to comply with our Supplier Code of Conduct. In clause No. 5, under "Treat people with dignity and respect," M&M Industries specifically prohibits the use or tolerance of human trafficking, forced labor, or child labor. These requirements are subject to further verification through methods including, but not limited to, supplier audits, self-verification statements, or other means as appropriate.

M&M Industries takes a risk-based approach to our processes, supplier evaluations, and all other elements of conducting business. As such, supporting this commitment to protecting human rights is the personal responsibility of everyone within the organization. Any violations of these policies will be met with immediate and appropriate action.

In summary, M&M Industries works vigorously to protect through our standards, policies, and practices.

Kim Holley

Name: Kim Holley
Title: Director of Quality
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