



Vybond Forced and Child Labor Statement

This statement is made in accordance with Section 11 of Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act (the "Act") and California's Transparency in Supply Chains Act. It outlines the actions taken by Vybond Group, Inc. ("Vybond") to identify, prevent, and mitigate the risks of forced and child labor in our business and supply chain. Today, we service customers in the United Kingdom and remain committed to upholding international human rights standards.

Business Overview

Vybond is a U.S.-based manufacturer of pressure-sensitive adhesive tape products, serving both consumer and industrial markets. We operate three manufacturing facilities in Kentucky, New York, and Rhode Island, employ approximately 750 people, and generated \$349 million in sales in fiscal year 2024.

Supply Chain and Risk Management

Our supply chain includes sourcing polyolefin-based resins, cloth, rubber, and other raw materials. We prioritize sourcing within the United States and maintain long-term relationships with suppliers who adhere to our Supplier Code of Conduct, which includes anti-slavery and anti-trafficking provisions.

Human Rights Commitment

Vybond is committed to respecting internationally recognized human rights, including the ILO Declaration on Fundamental Principles and Rights at Work. We collaborate across Purchasing, Legal and Compliance, and Human Resources to monitor risks, ensure policy awareness, and provide training.

Policies and Procedures

We operate under the following policies to prevent forced and child labor:

- Global Human Rights Policy
- Anti-Retaliation Policy
- Guiding Principles
- Supplier Code of Conduct
- Conflict Minerals Policy

Due Diligence and Supplier Monitoring

We conduct annual risk assessments involving senior leadership and the Board of Directors. New suppliers must certify compliance with anti-forced and child labor laws and agree to our Supplier Code of Conduct. Existing suppliers are periodically reviewed to ensure continued compliance.

Training and Awareness

- Vybond provides training to relevant employees on identifying and addressing risks related to forced and child labor.
- We collaborate with suppliers to build awareness and promote ethical practices.



Reporting and Accountability

- Concerns can be raised confidentially through the [Paycom Hotline 24/7](#).
- Reports may also be directed to Managers, HR, or Legal & Compliance (legal@vybond.com).
- Retaliation for good faith reporting is strictly prohibited
- Throughout investigations, Vybond will maintain confidentiality, to the extent possible, based on its legal and ethical responsibilities.

Version Control

Date	Version Number	Purpose/Change	Author/Approver
December 15, 2025	1.0	Original Version	Sr Legal & Compliance Manager