Marmon Industrial Water
A Berkshire Hathaway Company

Modern Slavery Report

1 Introduction

At Marmon Industrial Water Limited (**"MIW"**), we are committed to preventing and reducing the risk of forced labour and child labour in our business and supply chains. We strive to work ever more closely with our suppliers to ensure their workforce and the workforce of their supply chains are treated with respect and dignity.

This report is made pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the **"Act"**) for the financial year commencing on January 1, 2025 and ending on December 31, 2025 (the **"Reporting Period"**).

2 Structure, Operations, and Supply Chains

MIW is an indirect subsidiary of Marmon Holdings, Inc. (**"Marmon"**), a global industrial organization comprising 12 diverse industry groups and over 120 autonomous businesses.

With a combined history of over 180 years in water treatment experience, MIW's equipment brands are among the world's most experienced and trusted water solutions companies. MIW provides solutions to the Power Generation, Oil Refining, and Chemical markets to name a few. MIW's strong portfolio of water treatment equipment brands include Ecodyne and Graver.

Ecodyne is a manufacturer of industrial water treatment equipment serving the world from Ontario, Canada. It is uniquely positioned to provide in-house innovative solutions to all water treatment equipment needs from pretreatment to point of use: water treatment, deaerators, cooling towers, brine treatment, oil removal, parts and retrofits. Ecodyne systems can be readily found as the standard in the Alberta oilsands and our custom designed systems can be found in refineries, chemical processing plants, industrial facilities, power generating plants and many municipal water treatment plants. The Ecodyne brand is known worldwide for quality water treatment systems and service and our equipment is currently operating under diverse conditions in more than thirty countries on six continents.

MIW does not directly manufacture any products. We outsource to our supply chain the custom fabrication of, or supply of (standard off-the-shelf products such as pumps, valves, instruments) components that we assemble into a "system" to treat industrial process water.

Generally, our supply chain is in North America. Some "standard products" that we procure may originate offshore, even though we buy them from local distributors.

3 Risk Profile

Within Our Business

Although MIW operates in the manufacturing sector, we believe that the risks of forced labour or child labour occurring within our own business operations are low. All of our workforce is based in Canada and the United States, where we have implemented fair and responsible employment practices that protect our employees' rights.

Throughout Our Supply Chain

We recognise that risks of modern slavery may be present in our supply chain. Namely some of our vendors of standard products previously noted and some of their supply chain source may be located in countries that have an increased risk of modern slavery.

The policies and due diligence procedures described below were adopted to mitigate these risks.

4 Policies and Due Diligence Processes

Policy 1

MIW adheres to Marmon's *Prohibited Business Practices Policy and Code of Business Conduct and Ethics* (**"Policy 1"**). Policy 1 states Marmon's commitment to safeguarding against any form of modern slavery taking place within its businesses or supply chain, including slavery, servitude, human trafficking, and forced or compulsory labour.

Supplier Code of Conduct

MIW requires its suppliers to comply with Marmon's *Supplier Code of Conduct* (the **"Supplier Code"**). The Supplier Code sets out Marmon and its subsidiaries' zero-tolerance approach to modern slavery in all forms and their commitment to conducting business in a manner that respects and protects fundamental human rights. It prohibits suppliers from using forced labour or child labour and expects suppliers to, namely:

- Be able to certify that materials in their products have not been manufactured with, or obtained from companies that use, forced or child labour;
- Conduct their operations in ways that promote a humane and productive work environment;
- Compensate employees fairly and follow all applicable local wage, leave and hour labour laws and regulations;
- Share Marmon's commitment to prioritizing compliance with health, safety and environmental laws and standards; and
- Communicate and enforce the principles of the Supplier Code with their own suppliers.

A breach of the Supplier Code may lead to suspension of orders and refusal of goods from the breaching supplier until appropriate corrective action is taken.

Due Diligence Questionnaire

As part of MIW's initiative to identify modern slavery and mitigate associated risks in our supply chain, we require our suppliers to complete a due diligence questionnaire on the subject of modern slavery risks. The questionnaire communicates MIW's policy to ensure that no product purchased is produced, in whole or in part, with convict, forced, child or indentured labour and requires suppliers to specify, namely, whether they have due diligence programs or policies in place regarding forced labour.

Helpline

We offer a 24/7 confidential helpline staffed and managed by an independent third party. This reporting tool allows our employees and the workers of our suppliers to raise any concern, including forced labour, child labour or any

behaviour that does not align with our values or that may be against the law or Policy 1. Employees are encouraged to raise any concerns, without fear of retaliation or retribution.

5 Training

Policy 1 is included in all employee manuals available upon onboarding. Review and explanation of Policy 1 is also made a part of the training for each manager at MIW.

We recognize that proper training of our employees is necessary to ensure effective implementation of our policies.

We maintain a training program designed to ensure certain key employees are aware and capable of recognizing and reporting the risks of forced labour and child labour in our business and supply chain. Taking a risk-based approach, we have prioritized this training course for key personnel on our procurement team and those personnel with sourcing and/or supplier selection responsibilities.

6 Remediation Measures

We diligently monitor our supply chain partners for alignment with our values and compliance with our policies. During the Reporting Period, we have not identified any instances of forced labour or child labour in our business or supply chains. As such, no remediation measures were taken.

7 Remediation Measures Related to Loss of Income

During the Reporting Period, we have not identified any loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, no measures to remediate loss of income were taken.

8 Assessing Effectiveness

MIW does not currently assess the effectiveness of its actions in preventing and reducing risks of modern slavery in our operations and supply chain. As we continue our efforts to prevent and mitigate modern slavery risks in our operations and supply chains, we will review and refine our processes as needed so as to appropriately assess the effectiveness of our actions.

9 Approval

This statement was approved on the date written below by the Board of Directors of Marmon Industrial Water Limited pursuant to paragraph 11(4)(a) of the Act.

MARMON INDUSTRIAL WATER LIMITED

By:_____
Paul O. Holmes
President
Date: May 4, 2026

I have the authority to bind Marmon Industrial Water Limited