

**Bastian Solutions, LLC's Report under the
Fighting Against Forced Labour and Child
Labour in Supply Chains Act
Fiscal Year April 1, 2024 – March 31, 2025**

Effective as of May 31, 2025





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I. Introduction

This Report is submitted on behalf of Bastian Solutions, LLC (“**Bastian**” or the “**Company**” or “**We**”) for the fiscal year starting on April 1, 2024 and concluding on March 31, 2025 (the “**Reporting Period**” or “**FY25**”). Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour (also referred to as “**modern slavery**”) within their operations and supply chain.

II. Steps to Prevent and Reduce Risks of Forced Labour and Child Labour

In FY25, Bastian reviewed and updated its vendor pre-qualification process and added a re-affirmation to the Code of Conduct into the vendor order acceptance process. The Company also continued mapping its tier-one supply chain. Finally, during this Reporting Period, Bastian implemented the new TICO Code of Conduct for all employees, and all employees underwent Code of Conduct training. Bastian follows the Code of Conduct of



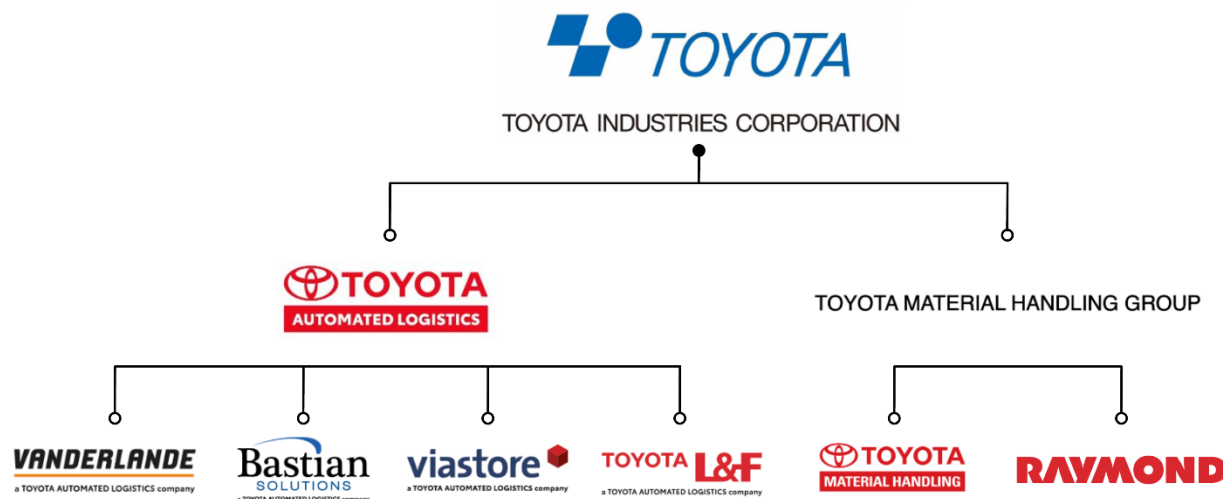
TICO, and it emphasizes a respect for human rights that is described more in Section IV(C).

III. Structure, Activities, and Supply Chain

A. Structure

Established in 1952, Bastian is incorporated in Carmel, Indiana, United States. Toyota Industries Corporation (“TICO”) acquired Bastian in 2017 to cement its global leading position within material handling. It aims to achieve this by increasing its presence in all integrated and automated projects, and capitalizing on the synergies between the organizations and the added value they offer to the market.

TICO therefore launched the Toyota Automated Logistics Group (TALG), which consists of Toyota L&F, Bastian Solutions, Vanderlande and viastore. TALG is a global partner for integrated logistic process automation, with its group companies collaborating under the guiding principle: **for every challenge, a reliable solution.**



B. Activities

Bastian is a leading systems integrator and has grown from a Midwest company to a global company with over 1,500 employees and 20 U.S. offices, as well as international offices in Brazil, Canada, Chile, India, and Mexico. Bastian is a Top 20 Material Handling Systems supplier worldwide. Bastian serves a diverse customer base within a variety of industries. Most of Bastian’s employees are directly engaged in the sales and service of material handling solutions to customers. Bastian also has manufacturing facilities located in Indiana, Missouri, and India. The overall operations of the Company are supported by various corporate support functions including finance, human resources, information technology, health and safety, and legal.

Bastian’s Mission Statement is:



We are a trusted supply chain integration partner committed to providing our clients a competitive advantage by designing and delivering world-class distribution and production solutions.

Our people are the foundation of this commitment. Our collaborative culture promotes integrity, inclusion, and innovation providing opportunities to learn, grow, and make an impact.

C. Supply Chain

Bastian's supply chains are largely concentrated in Canada, the United States, and Norway. The Company's vendors provide a variety of products and services, ranging from imported equipment and parts to locally acquired products, services and utilities. All suppliers are individually assessed with a vendor pre-qualification process that requires them to accept the Vendor Code of Conduct prior to being approved as a vendor. This pre-qualification process was updated in FY25. The Company's supplier relationships are guided by the Vendor Code of Conduct. The Vendor Code of Conduct sets out the principles, standards and expectations for the vendors.

IV. Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

Bastian has various policies and procedures in place to ensure appropriate human rights practices are adhered to within the organization. These include:

A. Bastian Solutions Core Values

Bastian's core values are emphasized on a regular basis, and the Company core values include "integrity matters: do the right thing above all."



Safety First

Quality Second. Production and Installation Third.



Integrity Matters

Do the right thing above all.



Customer Focused

Build lasting partnerships through teamwork, collaboration and trust.



Think Big

Foster innovation and ingenuity.



Be Open

Embrace the diversity of ideas, cultures and people.



Keep Growing

Pursue learning, development and continuous improvement.

B. TICO Code of Conduct

In FY25, Bastian implemented the TICO Code of Conduct for all of its employees, and all Company employees underwent a 40-minute training on the new Code of Conduct. The TICO Code of Conduct is also signed by all Bastian employees upon hiring. Some excerpts from the Code of Conduct that demonstrate the Company's commitment to human rights include:

- *We recognize that all corporate activities, from research and development, and procurement, to the provision of products and services, may directly or indirectly affect human rights. Accordingly, we respect internationally recognized human*



rights, including the prohibition of forced labor and child labor, right to freely associate or not associate, and the elimination of discrimination.

- *We not only ensure that Executives and Associates of the Toyota Industries Group make efforts to respect human rights, but also encourage all our business partners to understand and cooperate with us in such efforts.*
- *We have a zero-tolerance policy for human trafficking, slavery, or forced labor (including child labor). We expect our suppliers to act in accordance with these commitments.*
- *If we noticed any discrimination or violation of human rights in relation to our business, we will take action to stop such unlawful activities.*
- *For more information, please refer to [Toyota Industries Group Human Rights Policy](#).*

The TICO Code of Conduct emphasizes the importance of “speaking up and listening up” by empowering all associates to speak up when they have reason to believe a law, regulation, policy or Company values are not being met. The Code of Conduct also encourages associates to use the Ethics Point hotline, available 24/7, to raise any concerns with compliance or ethics.

C. Bastian Solutions Corporate Policy Manual

Excerpt from Corporate Policy Manual: *Bastian Solutions’ policy is to assure equal employment opportunities and prohibit discrimination in all aspects of employment to all persons without regard to race, color, ethnicity, religion, sex, age, national origin, sexual orientation, gender identity, citizenship, marital status, ancestry, physical or mental disabilities, medical condition, genetic information, pregnancy, veteran status, or any other classification or status protected by applicable law. Bastian Solutions abides by all applicable federal, state, and local child labor laws. This policy applies to all aspects of employment and Human Resources practices, including, but not limited to recruitment, employment, working conditions, training, application of policies, compensation, placement, promotion, transfer, benefits, and termination. Additionally, this policy applies to all aspects of Bastian Solutions’ business, including, but not limited to, its dealings with customers and the public.*

D. Bastian Solutions Code of Conduct for Vendors

All suppliers are individually assessed with a vendor pre-qualification process that requires them to accept the Vendor Code of Conduct prior to being approved as a vendor and being able to receive orders from Bastian. During this Reporting Period, the Company also began the process of updating contractual language tied to the Vendor Code of Conduct and now requires vendors to re-affirm their agreement to follow the Vendor Code of Conduct in order to receive an order from Bastian.



Excerpt from Code of Conduct for Vendors: *Vendors shall not traffic in persons or use any form of slave, forced, bonded, indentured, or prison labor. This includes the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment.*

V. Actions Taken to Assess and Address Risk

Bastian recognizes that it has limits on visibility beyond its first-tier supply chain. The preliminary assessment of its supply chain shows the majority of suppliers are from areas that have a low prevalence of modern slavery (United States, Canada, Norway)¹. The Company's actions taken during FY25 to assess and address risks are summarized throughout this Report.

VI. Moving Forward

Bastian will update its Vendor Code of Conduct and contractual language in the next fiscal year and also work to implement better risk assessment and monitoring of its supply chain. Bastian will continue to update, implement, and maintain policies and procedures to prevent forced labour and child labour.

VII. Remediation Measures

Based on the nature of Bastian's business and location of its supply chain in the United States, Canada, and Norway, the Company believes its risk of forced labour and child labour in the supply chain is low. As of the date of this Report, the Company is not aware of any incident of forced labour or child labour in its supply chain and has therefore not undertaken any measures to remediate the loss of income or specific activities for vulnerable families to remediate forced labour or child labour in its supply chain. If there is an incident the Company will implement applicable remediation measures.

VIII. Assessing Effectiveness

Collectively, this Report and processes as described herein, are all designed to ensure that the Company and its suppliers are committed to maintaining a workplace and supply chain free of forced labour and child labour. Although we have not yet evaluated the effectiveness of these measures, we plan to assess their impact on preventing and reducing such risks at a later point.

IX. Approval and Attestation

¹ [Global Slavery Index | Walk Free](#)



In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of President and CEO, attest that I have reviewed the information contained in the report on behalf of the governing body of Bastian Solutions, LLC. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Full Name: Aaron Jones

Title: President & CEO

Date: 5/30/2025

I have the authority to bind Bastian Solutions, LLC

Signature:

DocuSigned by:

Aaron Jones

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