



# Global Modern Day Slavery Statement

## **A. Policy Statement**

Pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* Kennametal Ltd. and Kennametal Stellite, Inc. (collectively referred to the "Companies" or "Kennametal") have issued the below statement regarding Human Trafficking, Forced Labor and Modern Slavery (collectively "Modern Slavery").

Modern Slavery is a crime and constitutes a violation of fundamental human rights. Kennametal has a zero-tolerance approach toward any form of Modern Slavery. We are committed to conducting our business responsibly and in the best interest of all stakeholders. The Companies are taking proactive steps to detect and mitigate Modern Slavery risk across our global operations and supply chain.

## **B. Kennametal's Structure, Activities and Supply Chains**

### **i. Kennametal Stellite, Inc.**

The Kennametal Stellite brand has a long, illustrious history dating back more than 155 years. What started out as an idea to improve the hardness and luster of cutlery and medical tools has grown to a family of 300+ alloys that have transformed entire industries around the world. Kennametal Stellite manufactures high-performing cobalt, nickel, and iron alloys in the forms of castings, powders, coatings, welding consumables, 3D printed and machined parts. They possess outstanding metallurgical and physical properties that resist mechanical wear, corrosion, abrasion, and high-temperature challenges.

Kennametal Stellite Inc. is located in the city of Belleville, Ontario, Canada. Our substantial research and development, state-of-the-art manufacturing facility, and comprehensive quality systems enable us to rapidly convert our wear-resistant alloys into materials or components critical to the success of your application. In addition, we



offer alloy and process selection, fabrication-to-casting design assistance, failure analysis and material evaluation capabilities, and a network of engineers with deep knowledge of several industries. Quite simply, Kennametal Stellite is unmatched in materials science expertise.

Our Supply Chain operations include investment casting, sand casting, centrifugal casting, vacuum casting, powder metal pressing & extrusion, wrought products, and hard-surfacing, as well as contract manufacturing, and the planning, purchasing, order processing activities to support our business. We employ just under 130 associates. We work within a large, diverse value chain of business partners and stakeholders. We supply products into a large number of industry segments including; Oil & Gas, Aerospace, Power Generation, Primary Wood Cutting, Food & Beverage, and many more. Our supplier network is medium sized, and complex, with hundreds of suppliers centered mainly in North America. The principal raw materials we use are cobalt, nickel, chrome, molybdenum, and tungsten, metal powders, resins, wax, sand, and ceramics, along with metal cutting & abrasive products. We also use substantial quantities of carton board, wood, packaging materials, operating supplies, and energy (electrical & natural gas). Most of these inputs for our Canadian operations are purchased from suppliers in Canada and the United States.

#### **ii. Kennametal Ltd.**

Kennametal, a Global company with approximately 10,000 employees worldwide, focuses on Energy, Mining, Aerospace, and Machine Tool Technologies. We have a cutting-edge manufacturing plant in beautiful Victoria BC. Our team is world recognized for making core drill components for NASA's Perseverance Rover on planet Mars. With over 80 years, Kennametal LTD delivers productivity to customers through materials science, tooling and wear-resistant solutions. Customers across aerospace, earthworks, energy, general engineering and transportation turn to Kennametal to help them manufacture with precision and efficiency.

#### **C. Actions We Are Taking**

Kennametal has implemented a global Modern Slavery compliance program modeled on the Organisation for Economic Co-operation and Development ("OECD") Framework. The OECD framework calls for the establishment of management systems, risk identification, assessment and mitigation in the supply chain, and verification followed by reporting of relevant risks. We periodically review our Modern Slavery risk profile and make appropriate modifications to our approach, commensurate with our risk assessment.

All of Kennametal's suppliers are expected to conduct their business with a high degree of integrity and in a responsible manner as set forth in the Kennametal Principles of Supplier Conduct. Suppliers are also expected to be familiar with the business practices of their suppliers and sub-contractors and ensure they abide by the same guidelines.



Among other policies, the Kennametal Group of companies has adopted a [Global Human Rights Policy Statement](#), a [Conflict Minerals Statement](#), [Principles of Supplier Conduct](#). Our standard purchase order terms and conditions also include a compliance with laws provision. In this regard, we ensure that all forced, and child labor laws are being complied with from our first tier suppliers in their operations. More generally, our Supplier Information page, which contains all information for our suppliers, can be accessed here: [Doing Business With Kennametal](#).

We have set out below some of the actions that we consider to be violations of our internal policies:

### **Violations of Policy**

Employees or suppliers determined by Kennametal to:

- (1) Engage in unlawful trafficking in persons during the period of performance of the contract;
- (2) Procure commercial sex acts during the period of performance of the contract;
- (3) Use forced labor in the performance of the contract;
- (4) Destroy, conceal, confiscate, or otherwise deny access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- (5) Use misleading or fraudulent practices during the recruitment of employees;
- (6) Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- (7) Charge employees or potential employees recruitment fees; or
- (8) Unlawfully fail to provide return transportation or pay for the cost of return transportation upon the end of employment, will be subject to certain actions for violations of this policy. Such actions may include, but are not limited to, termination of applicable contract(s) or employment.

### **D. Description of Kennametal's Risk Identification, Assessment and Mitigation efforts, Due Diligence and Training**

Consistent with guidance issued by Public Safety Canada, the following section provides a brief description of the items referred to in the cited guidance. Kennametal has adopted a risk-based, phased approach to comply with applicable Modern Slavery legislation.

Our approach involves internally assessing our compliance risk profile across our global footprint. We use this risk assessment to identify focus areas for further risk mitigation efforts, including within our global supply base. Kennametal has also partnered with a



third-party service provider to engage select supply partners to collect additional information regarding their labor force and use of contract labor from high-risk regions. Through this process, training is provided to identified suppliers encompassing the basics of Modern Slavery, as well as free resources, including, but not limited to, the National Human Trafficking Hotline.

If additional due diligence leads to risk mitigation, the supplier(s) is then considered higher risk and the second phase of Kennametal's Modern Slavery compliance program is triggered, requiring further steps by Kennametal to engage and collaborate with the supplier to mitigate identified risk factors.

#### **E. Instances of Forced or Child Labour our Supply Chain**

Over the course of the last fiscal year, we are not aware and have not been made aware of any instances of forced or child labor in our supply chains. Accordingly, we have not taken any remedial steps.

#### **F. Training**

In addition to the training provided below, the Companies provides training sessions for all new employees, which include onboarding and familiarization with key policies and practices. This includes training on our Code of Conduct, which prohibits forced and child labor. We also conduct staff training on safety, violence and harassment training as well as on our core values and mission. All employees receive training on our policies and practices on an annual basis.

#### **G. Measuring Our Effectiveness**

Kennametal is committed to reviewing and improving our Modern Slavery compliance program over time by refining, on a risk-appropriate basis, the scope of surveyed suppliers and the nature of requested information. We also intend to periodically re-survey previously assessed suppliers to detect changes in their risk profile.

#### **H. Reporting Questions and Concerns**

Our team members, suppliers and all other stakeholders may report Modern Slavery questions and concerns at any time, and anonymously where allowed by law, to Kennametal's Office of Ethics and Compliance by calling +1 412 248 8275, emailing [k-corp.ethics@kennametal.com](mailto:k-corp.ethics@kennametal.com), or visiting <https://secure.ethicspoint.com/domain/media/en/gui/48375/index.html>.

### **APPROVAL & ATTESTATION**



In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Kennametal Ltd. and Kennametal Stellite, Inc. I attest that the report has been approved by the board of directors and that, based on my knowledge and having exercised reasonable diligence, 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 above.

A handwritten signature in blue ink, appearing to read 'Becky Hung', written over a horizontal line.

Becky Hung  
Resident Director  
Kennametal Ltd.

Date: February 7, 2025

A handwritten signature in blue ink, appearing to read 'Don Williams', written over a horizontal line.

Don Williams  
Resident Director  
Kennametal Stellite Inc.

Date: February 5, 2025

*Last Updated: January 2025*