

Compliance Report for FY2023

Forced Labour and Child Labour in Supply Chain Act

Applicable Entities: Alpha Pro Tech Ltd., Alpha Pro Tech Inc., Alpha ProTech Engineered Products Inc., All applicable entities will be referred to herein as Alpha Pro Tech.

Executive Summary

The executive summary highlights Alpha Pro Tech's core mission of safeguarding individuals, goods, and surroundings through the development, manufacturing, and marketing of premium protective apparel garments, face masks, face shields, and construction weatherization products for the housing market. In FY2024, Alpha Pro Tech has reasserted its commitment to eliminating child and forced labor from both its operations and supply chains. This summary provides an overview of our comprehensive strategy and efforts to ensure compliance with applicable laws and maintain the utmost ethical standards.

Our Operations and Supply Chain

Alpha Pro Tech, Inc. develops, manufactures and markets innovative disposable and limited-use protective apparel products for the industrial, clean room, medical and dental markets. Alpha ProTech Engineered Products, Inc. manufactures and markets a line of construction weatherization products, including building wrap and roof underlayment. The Company has manufacturing facilities in Salt Lake City, Utah; Nogales, Arizona; Valdosta, Georgia; and a joint venture in India. Our products are used primarily in cleanrooms, industrial safety manufacturing environments, health care facilities, such as hospitals, laboratories and dental offices, and building and re-roofing sites. Our products are distributed principally in the United States through a network consisting of purchasing groups, national distributors, local distributors, independent sales representatives and our own sales and marketing force. As of March 1, 2024, we had 124 full-time employees and one part-time employee. The Company buys a significant amount of its disposable protective apparel products from a limited number of contract manufacturers located in Asia and, to a much lesser extent, a contract manufacturer in Mexico. The Building Supply segment buys semi-finished housewrap and synthetic roof underlayment from its joint venture, Harmony, located in India.

Action Plan for 2024

Alpha Pro Tech has formulated an extensive action plan to combat child and forced labour on a global scale starting in April 2024. This plan encompasses various key initiatives, including the establishment of a clear policy prohibiting such practices within both Alpha Pro Tech and its supply chains. Additionally, internal reviews of employee records have been conducted to ensure voluntary recruitment and age verification through valid government identification. Employee training sessions have been conducted, with ongoing annual training planned, covering the child labour policy and code of conduct, the latter being provided to new employees upon hiring. Furthermore, procedures have been established to map the supply chain, identifying and addressing potential risks of child and forced labour.

Child and Forced Labour Policy

Alpha Pro Tech's policy regarding child and forced labour underscores our unwavering commitment to ethical labour practices. This policy unequivocally prohibits employment of individuals below the legal working age and bans all forms of forced labour. It further emphasizes ethical recruitment practices, provides clear mechanisms for reporting and addressing policy violations, and mandates training for all involved parties.

Code of Conduct

Our Code of Conduct which was adopted in 2001, with our most recent revision in 2023 reinforces our steadfast adherence to ethical business practices. It emphasizes respect for human rights and labour laws, fair treatment and non-discrimination, and a commitment to providing safe and healthy working conditions.

Supply Chain Mapping Exercise

To ensure compliance with our Child and Forced Labour Prevention Policy throughout our supply chains, a supply chain mapping system was implemented. This initiative aims to identify and evaluate suppliers to ensure alignment with our policy.

Remediation Actions

Alpha Pro Tech recognizes the importance of mitigating potential loss of income for vulnerable families resulting from measures taken to eliminate forced and child labour. However, no such instances have been identified within our activities and supply chains as of December 31, 2023. In addition, we have not identified risks of forced labour and child labour in our operations and supply chains as of December 31, 2023. Since we have not identified any forced labour or child labour in our activities and supply chains, we have not taken any remediation measures.

Results of Internal Review

An internal review was conducted to verify compliance with our child labour policy. This included a review of training sessions and a review of supplier approval questionnaires, all of which showed no incidents of non-compliance.

Public Disclosure

Alpha Pro Tech maintains a commitment to transparency in its operations and supply chains, publicly disclosing its Child and Forced Labour Policy, annual compliance reports detailing actions and progress, and summaries of supplier assessments (upon request). This transparency ensures accountability and encourages continuous improvement.

Conclusion

Alpha Pro Tech has made significant strides in implementing and enforcing policies aimed at eliminating child and forced labour from its operations and supply chains. Our unwavering

dedication to ethical practices underscores our commitment to safeguarding the well-being of all workers associated with our company.

ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. 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 above.

Colleen McDonald
Secretary/CFO
May 31, 2024