



## **Forced Labour and Child Labour Report for PODS Enterprises, LLC**

This report ("**Report**") is made in compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**") by PODS Enterprises, LLC ("**PODS**" or "**we**"), a moving and storage solutions company based in the United States.

This report has been prepared for the calendar year ended December 31, 2023.

The board of directors of PODS' ultimate parent company, APLPD Holdco, Inc., as well as PODS' sole member, PODS, LLC, (as the principal governing body of PODS), approved the report pursuant to section 11(5) of the *Act* on April 24, 2024.

### **Who We Are: Activities and Structure**

PODS is an industry leader in moving and storage. We are a multi-national moving and storage company based in Clearwater, Florida and have been providing solutions specific to our customers' needs for over 25 years. PODS offers personalized solutions tailored to customers' unique needs, specifically those planning long-distance moves. We provide a level of flexibility and control that other moving methods lack, including built-in storage, adjustable scheduling, and the ability to load and unload belongings on your own time. Additionally, we offer solutions for a comprehensive moving experience, including multiple container sizes, PODS City Service, packing supplies, connection to trusted local labour providers, and car shipping.

PODS, through its corporately-owned locations and franchise network, has a significant presence across North America, the United Kingdom, and Australia. PODS has a Canadian subsidiary, Portable Storage Canada Limited,<sup>1</sup> in addition to subsidiaries in Australia, the US and the UK (see Figure 1). PODS is indirectly owned by Ontario Teachers' Pension Plan.

PODS is committed to protecting human rights while raising awareness of the critical issue of forced labour within our organization, and using our best efforts to ensure that forced labour and child labour are not used in our supply chains. All of our containers are sourced from reputable suppliers who, to our knowledge, comply with labour laws and regulations. PODS rejects all forms of compulsory labour, child labour, human trafficking, discrimination, and recognizes freedom of association and the right to collective bargaining.

Ensuring third parties respect human rights and the rights of local communities is one of PODS' core values.

### **Our Supply Chains**

We work with a limited number of suppliers to provide storage and moving solutions to support our vision and business objectives. Our containers, made predominantly of steel

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<sup>1</sup> This Canadian subsidiary is not itself a reporting entity under the Act as it does not meet the statutory definition of entity.

and aluminum, are sourced from a single manufacturer in China before being assembled by PODS in the United States and imported to Canada. We have a small group of suppliers, both to supply parts and materials used in the assembly and repair of our containers, as well as dealers and suppliers to support our general operations, such as purchasing trucks, forklifts, container lift apparatuses, and customer product offerings (e.g. boxes, padlocks, and packing blankets).

## **Risks of Forced Labour or Child Labour in Our Supply Chain**

PODS is committed to the safety and well-being of its employees and conducts its business in compliance with applicable laws and regulations. We expect the same approach and safe working environment from our suppliers. We expect our suppliers to comply with all applicable health and safety laws in their manufacturing and operations.

PODS is a global business with international operations. We are therefore aware of risks in our supply chains that arise because of our limited visibility into our own suppliers' upstream supply chains. We understand the risk of forced labour and child labour that comes with a complex supply chain and are continually looking at the appropriate steps necessary to identify those risks. Our visibility may be particularly limited where the goods are supplied by a US vendor that themselves source internationally.

PODS intends to make efforts to better understand its supply chains to appropriately assess and address risks of forced labour and child labour in its supply chains in the future.

## **How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour**

PODS is committed to supporting responsible sourcing of our containers and storage solutions materials from suppliers that share our values and principles relating to human rights and ethics.

### **1. Policies, Due Diligence Processes and Training**

As a company owned by Ontario Teachers' Pension Plan ("OTPP"), preserving a strong ethical culture is a top priority. We abide by the values and principles described within PODS' Code of Conduct, which expresses our commitment to conducting all aspects of the business with the highest legal and ethical standards. PODS expects all people acting on our behalf to uphold this commitment.

Within PODS' Code of Conduct there are express prohibitions against engaging suppliers who participate in activities of using forced and child labour. PODS' expectation is that its suppliers are good corporate citizens and comply with all applicable laws and regulations, including those governing the manufacture of our products, and forced labour and child labour. PODS does not currently maintain training specific to forced labour or child labour.

Our procurement team plays a proactive role in ensuring compliance with forced labour and child labour standards. The procurement team at times request attestations or affirmations from our suppliers to confirm that they are not engaging in forced or child labour practices. We also monitor our supply chain by leveraging the expertise and insights of our customs brokers. Information we receive allows us to understand various risks and compliance issues within our supply chain, and we act on this information to address risks of forced labour and modern slavery in our supply chain, including by switching sources of supply.

## **2. How We Monitor Ourselves and Our Suppliers**

PODS maintains internal accountability and reporting processes that are designed to monitor and address situations where employees, contractors, suppliers, or others along the supply chain fail to demonstrate PODS' values and ethics. Should concerns arise, including in respect of forced labour or child labour in the supply chain, parties should contact PODS' Human Resources or Legal Departments, or may alternatively contact PODS' third-party Compliance hotline by calling toll-free: 1-888-495-4193 (North America). Investigations of possible Code violations are conducted by PODS' Human Resources or Legal Departments, with full visibility by representatives of OTTP compliance. Confidentiality will be maintained to the fullest extent possible.


## **How We Have Addressed and Remediated Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains**

As of December 31, 2023, PODS has not faced situations of forced labour or child labour and has therefore not had to remedy and rectify such situations.


### **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.

Kathryn V. Marinello  
As President of PODS, LLC, sole member  
of PODS Enterprises, LLC  
and as Director of APLPD Holdco, Inc.

  
Date: May 13, 2024

D. Lockwood Gray  
As Secretary of PODS, LLC, sole member  
of PODS Enterprises, LLC and as Secretary  
of APLPD Holdco, Inc.

  
Date: April 25, 2024

**Figure 1**  
**PODS Organizational Structure**

