

# Slavery and Human Trafficking Statement

## Financial Year 2019

### About this Statement

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This statement is published in accordance with the UK Modern Slavery Act 2015. This statement covers slavery, servitude, forced or compulsory labor, and human trafficking.

This statement covers the 2019 financial year.

### Introduction

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XPEL and its affiliated companies (collectively “XPEL”) are committed to honesty, integrity, and fair dealing in our business activities. This commitment includes the fair and equitable treatment of employees, third-party business partners and their employees, and all other stakeholders with whom we engage. XPEL does not tolerate human rights abuses in any of its direct or indirect business activities.

### XPEL’s Business and Structure

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XPEL is a global provider of automotive products, including automotive surface and paint protection, headlight protection, and automotive window films. In addition, our product offerings include architectural window film (both commercial and residential) and security film protection for commercial and residential uses.

XPEL is incorporated in Nevada and headquartered in San Antonio, Texas. We also have offices or operations in various other countries including, the Netherlands, the United Kingdom, Canada, Mexico, Taiwan, and Germany.

### Relevant Policies

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XPEL’s Code of Business Conduct and Ethics requires all personnel to uphold the highest levels of business ethics and personal integrity in all business transactions and interactions. This includes compliance with all applicable laws, rules, and regulations, and the responsibility to maintain a safe, healthy, and respectful work environment. All employees are expected to comply with the Code of Conduct and are provided with training and/or communications explaining their responsibility to act ethically and in compliance with the law.

### XPEL’s Supply Chain

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XPEL’s supply chains are based throughout the world and include:

- suppliers of direct materials including thermoplastic polyurethane (TPU), manufacturing materials and packing materials,
- suppliers of indirect goods and services including professional services, facilities, office supplies, and sales and marketing services,

## Slavery and Human Trafficking Statement Financial Year 2019

- distributors,
- franchisees, and
- installers.

Before engaging any supplier, distributor, installer, or any other entity in our supply chain, XPEL reviews the third-party. This review may include some or all of the following: reference checks, internet searches, verification of applicable licenses and certifications, and financial reviews.

### **Next Steps**

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Going forward, XPEL will continue to review and update its policies and procedures, as well as expand its compliance and ethics program with respect to preventing modern slavery.

/s/ Ryan Pape  
Ryan Pape  
Chairman, President & CEO  
XPEL, Inc.