

# Declaration on Forced Labour in Canadian Supply Chains

Date: 1-MAY-2024

## Company Information

Company Name	Gentec International
Company Address	90 Royal Crest Court, Markham, ON L3R 9X6
Contact Person	Nick Aubry
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Contact Phone Number	905-513-7733 x414

## Compliance Questions

<b>Does your company have a policy in place to prevent forced labour in your supply chains?</b>	
<input type="checkbox"/> NO	<input checked="" type="checkbox"/> YES
If YES, please provide a copy of the policy	
<h3>Policy Statement</h3> <p>Gentec International is committed to a zero-tolerance approach to forced labour in our supply chains. We will:</p> <ul style="list-style-type: none"> <li>• <b>Identify and assess risk:</b> We will regularly assess the risk of forced labour in our supply chains and take steps to mitigate this risk.</li> <li>• <b>Supplier standards:</b> We will only work with suppliers who can demonstrate that they share our commitment to preventing forced labour.</li> <li>• <b>Training and capacity building:</b> We will provide training to our staff and suppliers to help them identify and prevent forced labour.</li> <li>• <b>Transparency:</b> We will be transparent about our efforts to prevent forced labour in our supply chains and will regularly report on our progress to the regulating bodies.</li> <li>• <b>Remediation:</b> If we find evidence of forced labour in our supply chains, we will take immediate action to remediate the situation.</li> </ul>	

**Has your company conducted a risk assessment to identify potential instances of forced labour in your supply chains?**

NO

YES

If YES, please provide a summary of the findings and actions taken

Gentec identifies high risk areas of sourcing and conducts compliance surveys with existing and potential vendors to ensure they have the controls in place to prevent the use of forced labour to produce the products procured by the company. This is an ongoing process.

**Does your company provide training to staff and suppliers on identifying and preventing forced labour?**

NO

YES

If YES, please provide details of the training provided

### Employee Training

- Employees that are responsible for sourcing products for distribution will:
  - Be trained on this Policy;
  - Evaluate potential new suppliers using the Compliance Survey before agreeing to purchase agreements;
  - Initiate Compliance Surveys of existing suppliers and ensuring their completion;
  - Conducting onsite visits if possible;
  - Encourage suppliers to report any concerns of forced labour being used;
  - Report any issues identified through their investigation or through stakeholder communication to the Sales Director and take necessary remediation action.

**Does your company have a process in place for employees and stakeholders to report concerns or suspicions about forced labour in your supply chains?**

NO

YES

If YES, please provide details of the process

Employees and stakeholder are requested to communicate any concerns to their account representative. Product Manager are to report any issues identified through their investigation or through stakeholder communication to the Sales Director and take necessary remediation action

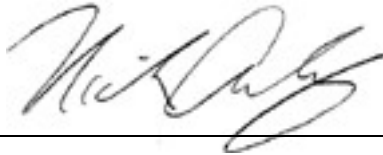
Has your company ever found evidence of forced labour in your supply chains?	
<input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES
If YES, please provide details of the situation and the remediation actions taken	
At the time of this writing Gentec has <b>not</b> identified any evidence of forced labour being used to produce the products that it sells.	

**Declaration**

I declare that the information provided in this survey is true and accurate to the best of my knowledge.

**Name:** Nick Aubry

**Signature:**



**Position:** Chief Operating Officer

**Date:** 01-MAY-2024