

May 22, 2024

**AMVIC CORPORATION
BILL S-211 REPORT**

An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff

For the fiscal year ended December 30, 2023

Amvic Corporation (dba Alleguard) (“Amvic”) is a private Canadian manufacturing and distribution company. Amvic has three locations in Canada and is owned by Alleguard, a US company making similar products, based out of Nashville, Tennessee.

Amvic is committed to conducting business in adherence with the highest standards of integrity, responsibility, and ethical behaviour. Our commitment to protecting human rights and responsible labour practices is founded on its strong belief in doing the right thing. The way its operations and global supply chain partners uphold these commitments to human rights, including preventing forced labour and child labour, is critical to the Company’s long-term business success. The Company sources a variety of raw materials to produce our manufactured products. The majority of our products are produced with North American materials, but some are purchased direct from large international manufacturers.

Addressing Child Labour and Forced Labour

The Company is committed to engaging in employment practices that meet all ethical and legal standards, including laws and regulations related to forced and child labour, in the markets in which it operates. Similar to its internal commitment to preventing child labour and forced labour, the Company expects its suppliers to share and uphold these same commitments across their business operations as well. Further, the Company expects its suppliers to cascade these expectations through their supply chains – including to raw material, component, or ingredient suppliers. Forced Labour All workers across the Company’s operations and its suppliers’ operations, must work under voluntary conditions. The Company and its suppliers will not use any form of forced or involuntary labour, child labour, slave labour or any form of human trafficking.

Child Labour

The use of child labour that contravenes local labour laws within the Company’s operations or by the Company’s suppliers is strictly prohibited. Management is responsible for ensuring that child labour does not occur at any of the Company’s locations and managing the risk of child labour in the Company’s supply chain relationships.

Governance, Accountability and Remediation

Amvic has internal policies including its Supplier Code of Conduct and Code of Business Conduct that further reinforce and clarify its commitments to responsible labour practices, including preventing the use of forced labour and child labour. The Company's governance structure ensures that its policies related to forced and child labour are effective.

The Company’s Operations

The Company’s management teams are required to review and sign-off on the Company’s Code of Business Conduct annually, and to ensure it is upheld with all employees in each of the Company’s operating facilities. Violations of the Company’s policies will result in the Company taking effective remedial actions, such as disciplinary actions up to and including termination. The Company assesses risks of forced labour or child labour



across its supply chain, and determines priorities based on areas of highest risk. While the Company's operations predominantly reside in North America, with few suppliers located abroad. Since labour practices (including forced and child labour) can vary significantly by geographic location, industry and business activity, the Company continually assesses and monitors its own operations and our supply chain partners to mitigate and manage these risks.

The Company's Suppliers

In 2024, the Company introduced a Supplier Code of Conduct questionnaire to help ensure our suppliers are in compliance and are aware of our commitment.

Where possible, the Company will work with suppliers in violation of the Supplier Code of Conduct to develop and implement a plan for remediation. However, if a supplier is either unwilling or fails to make necessary changes to their practices, the Company may cease its relationship with that supplier.

Governance

The Company has a formal hiring policy that is controlled by Human Resources and its staff. All potential hires are properly screened, and credentials checked to ensure they are eligible to work in Canada and for Amvic. By limiting the access to the hiring process, we help ensure that we are in compliance with Bill S-211. Senior management takes Bill S-211 very seriously and will continue to monitor and amend our policy as necessary to continue to stay in compliance.

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 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.

I have the authority to bind Amvic Corporation.

Date: May 22nd, 2024

Signed

James Olesinski
GM and Vice President

