

## 2023 Annual Report

### Forced Labour in Canadian Supply Chains

Anatolia Tile & Stone Inc.

Anatolia Capital Corp.

Anatolia Tile & Stone Inc. is a leading importer and distributor of ceramic and stone tile and is a major supplier to some of the largest distributors throughout the United States, Canada, and Europe. The headquarters are located in Toronto. The Company is a privately owned 100% Canadian corporation that has been growing rapidly. The Company has several distribution centers and offices globally.

Anatolia Capital Corp serves as the real estate division of Anatolia, engaging in a spectrum of business endeavors encompassing the acquisition, leasing, development, and redevelopment of both commercial and industrial properties in the Greater Toronto Area in Canada and in the United States.

In Anatolia we embrace Environmental, Social, and Governance (ESG) principles, and integrate ethical, social and environmental considerations into our core business strategy. We understand that the practice is not only fulfill our social responsibilities but also unlock a range of strategic, operational, and financial benefits. This holistic approach to business ensures sustainable growth, risk management, and alignment with the values of ownerships, customers, and society at large.

As an importer and distributor, we see forced labour and child labour remain pressing global issues despite international efforts to eradicate them. These practices violate basic human rights and hinder social and economic development. The impacts of forced labour and child labour are profound, affecting individuals, families, and societies. To combat forced labour and child labour, Anatolia has adopted due diligence practices to prevent and reduce the risk that forced labour or child labour is used at steps of goods imported into Canada. Our efforts are carried out in the following business processes.

#### Supplier Selection

Anatolia's procurement department has control procedures and corresponding records during the supplier selection process.

- Supplier submits application form to the procurement department, the information related to forced labor and child labor need to be included and demonstrate meeting country laws and local regulations

- A representative of the procurement department arranges an inspection to validate accuracy of the application. Not all inspections are scheduled, surprise inspections are conducted from time to time
- Inspector documents findings based on a checklist for the supplier's social responsibilities, including forced labor and child labor, health safety, facilities and fire protection
- Procurement manager review application and inspection report, to determine the final selection. Supplier not meeting social responsibilities requirement will be disqualified

### **Ongoing Monitoring Procedure**

Anatolia's procurement department continues monitoring the suppliers through annual audit, to ensure that there is no violation of forced labour and child labour policy.

- Similar as the initial inspection, a representative conduct annual audit inspection onsite as well as reviewing related documentations
- If any violation point is found during the audit, the supplier must provide the corrective action plan within 1 week after social responsibility audit
- The rectification time of violation points depends on the risk rating and the difficulty of rectification of the processing plant, usually within 30-90 days, and the specific time is referred to the audit standard. If multiple non-compliance points are found in one audit report, the supplier is required to provide different evidence of improvement at different stages.
- After the completion of the improvement of the violation points found after the last review, the procurement department will conduct routine follow-up reviews within 60-180 days based on the audit results to ensure that the relevant violations have been improved

### **Continuous Improvement**

Although combatting forced labor and child labor presents a multifaceted challenge that involves legal, economic, social, and cultural dimensions, Anatolia has taken our corporate responsibility very seriously and implemented ethical sourcing policies. Management team continues to exam the procurement process and to identify the opportunities for improvement.

- Re-enforce Anatolia procurement policy to all our sourcing countries, especially in countries lack comprehensive laws against forced labour and child labour
- Enhancement in the written policies to improve guideline, procedures and assessment checklists
- Improve corresponding record of monitoring and evaluation, to ensure completeness and better record keeping
- Improve training and awareness, by conducting regular training sessions for employees, suppliers, and business partners to ensure they understand the policy and the importance of combating forced labour and child labour
- Regular reporting on progress in combating forced labour and child labour, including successes, challenges and future plans

Anatolia proudly contributes to the well-being of society and the environment beyond our financial goals. We adopt sustainable business practices, such as reducing carbon emissions and waste, ensuring fair labor practices, and supporting community development initiatives. By prioritizing ethical considerations and transparency in our operations, we can build trust with customers, enhance our brand reputation, and foster long-term growth.



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**Bekir Elmaagacli**

Co-CEO

May 30<sup>th</sup> 2024

## 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.*



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**Bekir Elmaagacli, Co-CEO**

*I have the authority to bind Anatolia Tile & Stone Inc.*



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**Bekir Elmaagacli, Co-CEO**

*I have the authority to bind Anatolia Capital Corp.*