



CAMFIL CANADA INC.

Report on Measures to Prevent and Reduce the Risk of Forced and Child Labour in Supply Chains

I. INTRODUCTION

This is the first report of Camfil Canada Inc. ("**CAMFIL**") under the *Fighting Against Force Labour and Child Labour in Supply Chains Act* (the "**Act**"). This report sets out the information required by Act.

II. CAMFIL CANADA'S STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

a. Structure and Activities

Camfil Canada is a global leader in providing clean air solutions that improve indoor air quality, save energy, and protect people and the environment. Camfil Canada is committed to helping create healthier indoor environments by providing high-quality air filtration solutions. We innovate and lead the way in the development of new air filtration products and technologies that provide superior indoor air quality for public, commercial, and industrial buildings. We also specialize in air inlet and acoustical systems for turbomachinery, including gas turbines, generators, industrial air compressors and diesel engines.

Camfil Canada is part of the Camfil Group. Our ultimate parent is Camfil AB, which is headquartered in Stockholm, Sweden. The Camfil Group has 30 manufacturing sites, 6 R&D centres, local sales offices in 35 countries, and about 5,700 employees. Camfil Canada is headquartered in Concord, Ontario. We have various business locations across Canada. We currently have over 175 employees in Canada. Our business addressees are available here: <https://cleanair.camfil.ca/camfil-air-filter-canada-location/>

The Camfil Group's mission is to protect people, processes and the environment by defining, developing and delivering solutions that combine clean air with energy efficiency in a sustainable and profitable way.

Camfil Canada's business includes sales of various products and services in the following areas: air pollution control, filtration solutions, molecular and carbon filters, and power systems. This includes air cleaners and purifiers, and solutions for commercial buildings, data centers, hospitals, life sciences, food and beverage, material processing, and schools and colleges. Further information on our products and services can be found on our website: <https://www.camfil.com/en-ca/>

b. Supply Chain

Camfil Canada's main purchases are from our sister companies worldwide but mainly Camfil USA. We also purchase raw materials for our own production from a limited global approved vendors from USA, Italy, Malaysia India & China. We also subcontract production to companies located in Mexico, Dubai & China.

III. POLICIES AND PROCEDURES IN RELATION TO FORCED AND CHILD LABOUR

The Camfil Group including Camfil Canada have adopted various policies, and procedures to ensure that we act with integrity, ethics, and uphold our commitment to international human rights. Our Group approach to human rights is based on the UN Guiding Principles (UNGP) on Business and Human Rights, which emphasise the responsibility of companies to respect human rights even if government actions and regulatory frameworks fail.

Camfil AB is a signatory to the UN Global Compact, and we support and comply with the Compact's ten principles, including human rights. The Camfil Group aligns its strategy with the UN Sustainable Development Goals (SDGs). We have identified four goals that are the most relevant to our business that enable us to provide the most meaningful global contribution. This includes the SDGs relating to decent work and economic growth, sustainable cities and communities, and responsible consumption and production.

To put this commitment into practice the Camfil Group has various policies that seek to support fair and ethical business practices. This includes our Global Code of Conduct and our [Code of Conduct for Business Partners](#). These policies are adopted by our parent company and apply to all Camfil subsidiaries.

The Camfil Group acts with integrity in dealing with others and also expects its Business Partners to respect fundamental values such as human and labour rights, equal treatment, and non-discrimination.

The Code of Conduct for Business Partners has specific provisions for Business Ethics which includes provisions on anti-corruption and money-laundering, fair competition, intellectual property, and trade compliance. Business Partners must comply with all laws and regulations applicable to its business. Business Partners must also have adequate active management systems and controls in place to secure and monitor its and its sub-suppliers compliance with our Code of Conduct for Business Partners (or equivalent own standards) as well as applicable laws and regulations. In relation to human and labour rights, there are specific provisions dealing with modern slavery and forced labour, as well as human rights more generally, which we have summarized below:

- **Forced labour and modern slavery** - Camfil is committed to preventing any forms of modern slavery, forced labour, child labour, or human trafficking and we respect all internationally proclaimed human rights as reflected in this Code. Business Partners shall not use or benefit from forced labour or any other form of involuntary labour, including involuntary prison labour, slavery and servitude.
- **Fundamental human rights and labour rights** - Business Partners shall comply with and respect internationally proclaimed human rights, and make sure that it is not complicit in human rights violations. Business Partners shall also assess the risk of causing, contributing to, or being linked to serious human rights violations and take immediate action to rectify any violations or risks.
- **Workplace requirements** - Business Partners shall comply with all applicable laws, regulations, and industry standards on working hours and wages and apply whichever is more strict. Employees of Business Partners shall be entitled to an employment agreement or offer of employment (at-will or otherwise) stating the terms and



conditions of their employment. It must not be required from employees to hand over government-issued identification such as passport or work permits as a condition of employment.

In addition to setting out our commitment to human rights, we also offer our employees and our Business Partners access to a whistle blowing tool for reporting their concerns confidentially. By using this function, Business Partners can report knowledge or suspicion of activities that are illegal or are not aligned with Camfil's moral and ethical values as stated in this Code.

Through our Code of Conduct for Business Partners we also have the right to audit our Business Partners, which includes confidential employee interviews to ensure the Business Partner's compliance and fulfillment of this Code. Camfil has a right to request that a Business Partner provide Camfil with a written assurance letter, either by a form provided by Camfil or a report approved by Camfil, describing the actions taken or measures to be implemented by Business Partner to assure compliance with this Code.

The Camfil Group has a number of internal policies and practices in place for our employees, including our Code of Conduct, which sets out the ethical business conduct principles for the Camfil Group. Specifically, the Code of Conduct sets out our support and protection for international human rights. The Code of Conduct has specific prohibitions against child labour and the elimination of discrimination. Camfil Canada also has adopted policies relating to Health and Safety, Workplace Violence Prevention, among others.

Camfil and Camfil Canada have sought to strength contracts and reference to our Code of Conduct for Business Partners.

CamfilCairing is a group-wide programme that demonstrates how we care about the air we breathe and wider environmental issues. We integrate sustainability and corporate citizenship in every aspect of our business strategy. The name is built around Camfil, our environment, caring and the air we breathe.

Through CamfilCairing, we engage employees in local sustainability and corporate social responsibility (CSR) actions. It integrates sustainability initiatives and good corporate citizenship across all offices and geographies we operate in.

IV. RISK ASSESSMENT, MANAGEMENT AND MITIGATION

Camfil Canada recognizes that its supply chains may have a risk of forced labour and child labour. For the activities conducted at our facilities forced or child labour is not acceptable. However, we recognize that certain business partners and their suppliers may have an elevated risk of forced or child labour given their geographies and products that they produce.

Our Code of Conduct for Business Partners requires our business partners to assess the risk of causing, contributing to or being linked to serious human rights violations and take immediate action to rectify any violations or risks.

V. EFFECTIVENESS OF OUR ACTION

We are engaged in several actions to ensure the effectiveness of our actions. This includes our quality management system which is a tool to assist and ensure that our policies are being followed. Our global policies related to forced and child labour are reviewed to ensure that they reflect our values, and best practices. Further, as a company Camfil Canada undergoes both internal and external audits to ensure that we are complying with our stated policies and practices.

VI. REMEDIATION MEASURES

Camfil Canada have not identified any incidents of forced or child labour in our supply chains. As such, we have taken no remediation measures. We are committed to taking appropriate remediation measures and assisting vulnerable persons to the extent we become aware of any instances of forced or child labour.

VII. TRAINING

Camfil Canada provides training sessions for all new employees, which include onboarding and familiarization with key policies and practices. We conduct staff training on safety, violence and harassment training, modern slavery training as well as on our core values and mission. This is mandatory training and can be done virtually or in person. Training is done on an annual basis.

APPROVAL & ATTESTATION

In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Camfil Canada Inc. I attest that the report has been approved by the board of directors and that, based on my knowledge and having exercised reasonable diligence, the information in the report is true, accurate and complete in all material respects for the purposes of the Act.

DocuSigned by:
Signature: 
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Name: Armando Brunetti

Title: President

Date: May 30th, 2024

I have the authority to bind Camfil Canada Inc.