



**FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT
ANNUAL REPORT
FISCAL YEAR ENDED MARCH 30, 2024**

Introduction

This annual report (the “**Report**”) is produced by Cascade Canada Ltd. (“**Cascade**” or the “**Corporation**”) pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). The Report is produced for the financial year ending March 30, 2024 (the “**Reporting Period**”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation.

This Report constitutes the first report prepared by the Corporation pursuant to the Act.

1. Structure, activities and supply chains.

Cascade is a corporation incorporated pursuant to the *Business Corporations Act* (Ontario), and it is a wholly owned subsidiary of Cascade Corporation (the “**Parent Corporation**”). The Parent Corporation is headquartered in Portland, Oregon and has numerous locations throughout the United States of America (the “**U.S.**”) and internationally. The Parent Corporation is owned by Toyota Industries Corporation. This Report is made on behalf of the Corporation only.

The Corporation currently employs approximately 90 individuals in Mississauga, Ontario and an additional 240 individuals in Guelph, Ontario.

Across both of those locations, the Corporation manufactures and refurbishes a wide range of forklift attachments and accessories that are sold within Canada and the U.S. During the Reporting Period, the Corporation sold approximately 123,800 forks for forklifts and 13,000 attachment units.

Most components the Corporation uses in its manufacturing and refurbishment of goods are sourced from the U.S. and Canada. This includes steel bars and plates. Some components and raw materials used by the Corporation, such as forgings and cast components, are sourced from different countries like China.

2. Policies and due diligence processes in relation to forced labour and child labour.

The Corporation is committed to supporting and respecting the protection of human rights and it stands against the use of forced labour and child labour. This is evidenced by: (i) numerous policies the Parent Corporation has in place that govern the affairs of the Corporation; (ii) the EthicsPoint® Hotline the Parent Corporation has in place; and (iii) a continued use of trusted suppliers.

Policies

As indicated above, the Parent Corporation has developed several policies which govern the affairs of the Corporation. These policies include the Code of Ethics Policy and the Human Rights Policy.

- **Code of Ethics Policy:** This policy includes important guidelines and provides resources to help the Corporation meet its ethical obligations and compliance responsibilities. Policies pertaining to Responsible Sourcing and Conflict Materials are included in the Code of Ethics Policy, as well as guidelines for monitoring suppliers and vendors to ensure compliance with applicable laws.
- **Human Rights Policy:** This policy aims to promote and protect the human rights of all that are involved in the business of the Corporation. This includes an absolute opposition to slavery, child labour, forced labour and human trafficking.

EthicsPoint® Hotline

The Parent Corporation provides a hotline and website service called EthicsPoint® Hotline. The purpose of this service is for individuals to anonymously and confidentially report actual or suspected activities that may violate the Code of Ethics Policy. This allows for the Corporation to identify and assess adverse impacts in business relationships as well as cease, prevent or mitigate such adverse impacts.

Reliance on Trusted Suppliers

In order to be in compliance with the Corporation's Human Rights Policy, the Corporation often uses the same trusted suppliers. This allows for the Corporation to better monitor its supply chain and identify and respond to the real and potential adverse impacts of activities throughout its supply chain. If a new supplier is found to be unsuitable to the Corporation for reasons such as human rights violations, the Corporation can continue its operations by relying on the use of its existing, trusted suppliers.

3. Steps to identify, prevent and reduce risks of forced labour or child labour in the business and supply chains.

The Corporation has identified that certain parts of its activities and supply chains may carry a risk of forced labour or child labour being used. The predominant risk is associated with (i) the Corporation's purchase of supplies from certain countries; and (ii) the Corporation's purchase of supplies from certain retailers.

The Corporation purchases certain supplies from China, India and other developing and emerging economies. The Corporation is aware that certain countries may not have strong anti-child labour laws, employment laws or trade unions, and they may in fact have a history of human rights abuses including child labour. Therefore, when the Corporation purchases supplies from such countries outside of Canada and the U.S., there is an inherent risk that the supplies could have been produced with the use of forced labour or child labour.

The Corporation also purchases supplies from certain retailers, and the Corporation recognizes that this activity may carry a risk of forced labour or child labour. Examples of this include the Corporation's purchase of office supplies or electrical components from wholesale distributors or global conglomerates such as Amazon.com Inc. Retailers of such a nature do not have an easily identifiable supply chain and it

is thus difficult to discern whether forced labour or child labour are used in the production of the supplies the Corporation purchases from those retailers.

The Corporation recognizes that the risks of forced labour and child labour are complex, and as such, will continue to monitor its business and supply chains to identify and prevent risks relating to child labour and forced labour.

4. Any measures taken to remediate any forced labour or child labour.

The Corporation did not identify any instances of child labour or forced labour in its supply chains during the Reporting Period. As such, no measures were taken by the Corporation to remediate forced labour or child labour in its activities or supply chains.

5. Any measures to remediate the loss of income to the most vulnerable families that results from any measures taken to eliminate the used of forced labour or child labour in its activities and supply chains.

During the Reporting Period, the Corporation did not identify any instances of forced labour or child labour in its activities or supply chains. Accordingly, no measures were taken to remediate the loss of income to vulnerable families resulting from any measures taken to eliminate the use of forced labour or child labour.

6. Training provided to employees on forced labour and child labour.

During the Reporting Period, the Corporation did not conduct training specifically related to the topics of forced labour or child labour. However, the Corporation's employees regularly participate in Code of Ethics training. This training supports the Corporation's expectations that all employees shall behave ethically and support and maintain ethical business practices. Such ethical behaviour and business practices include the opposition to forced labour or child labour practices, and the promotion of equitable working environments and business practices.

7. Assessing effectiveness in ensuring that forced labour and child labour are not being used in the business and supply chains.

During the Reporting Period, the Corporation did not undertake actions to assess the effectiveness in preventing and reducing risks of forced labour or child labour in its business activities and supply chains. Cascade does not tolerate child labour or forced labour and it is committed to supporting and respecting the protection of human rights in its business and supply chains.


8. Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the board of directors of Cascade.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this Report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true,

accurate and complete in all material respects for the purposes of the Act, for the Reporting Period listed above.

Per:



Name: Peter Drake

Title: Vice President of the Americas &
Director

Date: May , 2024

I have the authority to bind Cascade.