

DAYBAR

Daybar Industries Limited
50 West Drive
Brampton, ON
L6T 2J4 Canada

May 30th, 2024

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Daybar Industries Limited (“Daybar”, “we”, “us”, “our”) is committed to respecting human rights and stands against all forms of forced labour, child labour, modern slavery and human trafficking. This report and statement are issued pursuant to section 11(1) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Supply Chains Act”) for the financial year ending March 31, 2024.

Daybar is located in Brampton, Ontario, Canada and is a corporation pursuant to the laws of Ontario, Canada. It is an ‘entity’ within the ‘manufacturing’ industry sector and, based on our financial statements, we meet all the conditions under the Supply Chains Act that obligate us to prepare this annual report. The entire Daybar organization, including branches registered in the United States of America meet the conditions under the Modern Slavery Act to prepare this statement. We do not tolerate slavery or human trafficking within Daybar or in those of our suppliers and subcontractors. Daybar is free from slavery and human trafficking and do not use child or forced labour. We hold ourselves to the highest standards to act with integrity and comply at all times with all laws, regulations and rules that apply to us in all the jurisdictions in which we operate.

Policies and due diligence in relation to forced labour, child labour, slavery, and human trafficking.

Daybar is committed to the highest standards of corporate social responsibility and ethical business codes. Commitment to ethical business codes is a key part of operating with integrity, honesty, and respect. All employees must abide by Daybar’s code of conduct that stipulates that we are committed to respecting and protecting human rights wherever we operate and to uphold this commitment, we follow all applicable employment laws in each country where we operate. Daybar does not use child or forced labour in any of our operations or facilities or condone in human trafficking or slavery of any kind.

The management of Daybar Steel Doors and Frames are committed to providing a work environment in which all individuals are treated with respect and dignity.

No forced labour, No child labour

Daybar suppliers must have measures to ensure that their own organizations and supply chains are free from slavery and human trafficking and must not use forced labour. Daybar’s suppliers must not use child labour.

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Respect and dignity

Daybar's suppliers must treat all employees with respect and will not use corporal punishment, threats of violence or other forms of mental/physical force or harassment. Daybar expects our suppliers to conduct their business in accordance with the highest ethical standards.

Non-discrimination Daybar's suppliers must not discriminate in hiring and employment practices on grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or any other ground that is protected pursuant to applicable laws or regulations.

Wages and benefits

Daybar's suppliers must, at a minimum, comply with all applicable wage and hour laws and regulations.

Measures taken to remediate any forced labour or child labour

Daybar's code of conduct prohibits the use of child or forced labour in any of our operations or facilities. Daybar is not aware of any forced labour or child labour in its supply chain. Accordingly, no remediation measures were necessary during the financial year ending March 31, 2024.

Ongoing commitment Daybar remains committed to preventing child labour, forced labour, slavery, and human trafficking from taking place in our businesses and in our supply chains. We will continue to review our policies, procedures, and practices on an ongoing basis to determine any enhancements we can make to help prevent child labour, forced labour, modern slavery, and human trafficking.

Approval This statement was approved on May 30th, 2024 by Daybar Industries limited.

Attestation In accordance with the requirements of the Supply Chains Act, thereof, I attest that I have reviewed the information contained in the report for the entity 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 Supply Chains Act, for the reporting year listed above. I have the authority to bind Daybar Industries Limited.



Kavita Rooplal
May 30th, 2024

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