

DECOR-REST®

FURNITURE LTD

ANNUAL REPORT

PURPOSE

This annual report for the 2023 financial reporting year has been created by Decor-Rest Furniture Limited (“Decor-Rest”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “Act”).

OUR COMMITMENT

Decor-Rest is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Decor-Rest imports into Canada.

CATEGORIZATION, SECTOR, AND INDUSTRY

Decor-Rest is an entity under the Act

In terms of the Act’s threshold requirements, Decor-Rest has at least \$20 million in assets for at least one of its two most recent financial years and has employed an average of at least 250 employees for at least one of its two most recent financial years.

Our Operations

Decor-Rest is a family-run business with over four decades of experience in providing furniture to retailers and customers around the world. It is involved in the manufacturing industry, and specifically, the manufacturing of bench-made upholstered furniture with exclusive fabrics. Decor-Rest operates two manufacturing facilities in Woodbridge, Ontario.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Our Supply Chain

Decor-rest sources fabric (cotton and/or polyester), sewing machines, furniture for its showroom, leather, and other forms of textiles from both domestic and global suppliers, specifically from the region of Asia.

Steps Taken by Decor-Rest in 2023

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. Decor-Rest assessed the risks of child labour and forced labour in its supply chains and organization. Specifically, Decor-Rest representatives visited the factories of select suppliers to ensure that child labour and forced labour was not being used in the production of goods.

POLICIES AND DUE DILIGENCE PROCESSES

Decor-Rest’s Policies and Processes

Decor-Rest maintains an employee handbook which affirms its commitment to abiding by applicable forced labour and child labour laws. Specifically, the employee handbook requires Decor-Rest employees to adhere to all applicable employment standards. Throughout the 2023 fiscal year, Decor-Rest also sent representatives to select overseas suppliers in Asia to perform checks on operations

DECOR-REST®

FURNITURE LTD

and to ensure that child labour and forced labour were not being used in the production of goods that Decor-Rest imports into Canada.

FORCED LABOUR AND CHILD LABOUR RISKS

Decor-Rest has started the process of identifying risks of forced labour and child labour through the measures and procedures found within its Employee Handbook as well as its practice of visiting overseas suppliers. Decor-Rest is aware that there may be higher risk of child labour and/or forced labour associated with certain regions, goods, and industries.

REMEDIATION MEASURES

Decor-Rest has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

REMEDIATION OF LOSS OF INCOME

Decor-Rest has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any remediation measures for loss of income.

TRAINING PROVIDED TO EMPLOYEES

In 2023, Decor-Rest did not provide training to its employees specific to forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate.


ASSESSING EFFECTIVENESS

Decor-Rest does not currently have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, as outlined above, the Employee Handbook and overseas supplier visits do reduce the risk that child labour and/or forced labour is present in Decor-Rest's activities and supply chain.

APPROVAL AND 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 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

IN WITNESS WHEREOF the authorized signing officer(s) of Decor-Rest Furniture Limited have executed this report as of the effective date of the signatures set out below.

	SIGNED)	DECOR-REST FURNITURE LIMITED
))	
Date))	Per: 
<u>June 3/24</u>))	Name:
))	Title:
))	I have authority to bind Decor-Rest Furniture Limited