



The Right Connection®

FORCED LABOR REPORT FOR DIXON GROUP CANADA LIMITED

**Dixon Group
Canada Limited**

This report (“**Report**”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) by Dixon Group Canada Limited., (“**DGCL**”), a Canadian limited liability company.

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This report has been prepared for the calendar year ended December 31, 2023.

The board of managers of the sole member of DGCL’s parent company, as the principal governing body, approved the report on May 16, 2024, and have authorized DGCL’s Vice President to sign this report.

Branches:
Edmonton, AB
Mississauga, ON
Pointe-Claire, QC

We do not currently have forced labor reporting obligations in other jurisdictions.

Who We Are: Mission, Vision, and Values

DGCL is based in Winnipeg, Manitoba, Canada, and has been a trusted manufacturer in Canada since 1934, with distribution in three locations (Pointe Claire, QC, Mississauga, ON, and Edmonton, AB), and a non-ferrous foundry producing aluminum, brass, and bronze castings for various industries since 1999.

Our mission is to work together to delight our customers and generate profit.

The Company vision is to lead in our chosen markets by setting and achieving ambitious goals. We provide quality products, rapid delivery, and superior customer service worldwide. DGCL encourages and assists all employees to reach their full potential with opportunities to influence the decision-making process, and we are accountable for executing our plans.

At DGCL, we are committed to conducting our business with honesty and integrity. We promote respect, responsibility, caring, citizenship, trustworthiness, and fairness. We operate our facilities in a safe, clean, and healthy manner, and act responsibly as a corporate citizen.

Our Supply Chain

Our supply chain is diverse. We work with a number of direct and indirect suppliers which provide raw materials and services to support the production and delivery of our castings. While we largely source from North American suppliers, we are supplied by all types of companies, ranging from small local businesses to large global enterprises.

Risks of Forced Labor or Child Labor in Our Supply Chain

DGCL is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Our suppliers are likewise expected to provide a safe working environment. Suppliers are expected to remain in material compliance with all health and safety laws applicable to the operation and use of the facilities in which products are manufactured or stored on our behalf.

Risks in our supply chain may arise because of our limited visibility into our suppliers' upstream supply chains. To reduce this risk, suppliers are encouraged to establish traceability systems that track raw material lot/batch numbers to the finished product lot/batch numbers including traceability to inspection records.

Although DGCL's exposure to forced labor and child labor risks is considered low, the nature of business requires procuring a large amount of raw material from our suppliers. These materials are typically sourced from direct suppliers. Our supply chain includes aluminum and brass ingot as well as scrap metal.

Our current ability to trace the origin of specific products or inputs remains constrained due to our role as a downstream purchaser. If we learn of instances of forced labor or child labor in our supply chain, DGCL will condemn such practices and sever our relationship with any parties found to be responsible.

How We Work to Ensure Our Supply Chains Are Free of Forced Labor and Child Labor

DGCL is committed to supporting responsible sourcing of its materials from suppliers that share our values regarding human rights and ethics.

1. Our Policies and Due Diligence Processes

DGCL prides itself on being a responsible corporate citizen. DGCL's Terms and Conditions of Purchase lay out the obligations of its suppliers. The Terms and Conditions formalize DGCL's expectation that our suppliers be good corporate citizens and comply with all applicable laws and regulations, including those governing the sourcing and production of raw materials, safety, forced labor, conflict minerals, anti-bribery, and the environment. Suppliers are expected to be familiar with the business practices of their sub-suppliers and contractors and, with them, operate within the guidelines of the Terms and Conditions. DGCL takes its values and its Terms and Conditions seriously. We view it as the foundation and critical element of any supplier relationship. Our Terms and Conditions are published on our website, and a link is provided on all purchase orders.

In addition, the policies and procedures of DGCL's parent company, The Dixon Group, Inc. ("**The Dixon Group**") also apply to DGCL. This includes our corporate Anti-Slavery Policy. This policy prohibits trafficking in persons and formalizes our commitment to a work environment that is free from human trafficking and slavery, which includes forced labor and unlawful child labor. We will not tolerate or condone human trafficking or slavery in any part of our global organization.



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DGCL confirms that it requires its suppliers to comply with its various policies and procedures, including that they not engage in or support the use of child labor or forced or involuntary labor.

2. Employee Training on Forced Labor and Child Labor

DGCL publishes its Terms and Conditions of Purchase prominently on its website.

Further, through its internal learning management system, DGCL provides the corporate Anti-Slavery Policy to its employees who have management and supply chain responsibilities. The subject employees are required to acknowledge they have received and read the policy. The policy contains procedures for reporting any conduct believed to be in violation of the policy and disciplinary actions for retaliation for reporting violations of the policy.

3. How We Monitor Ourselves and Our Suppliers

No actions have been taken to assess our effectiveness in preventing and reducing risks of forced labor and child labor in our activities and supply chains.

Credible information regarding a potential violation of the corporate Anti-Slavery Policy and the Terms and Conditions, whether discovered by DGCL, The Dixon Group, employees and agents, or suppliers, and their employees and agents, should be promptly reported to The Dixon Group Human Resources Department or Legal Department.

DGCL and The Dixon Group prohibit retaliation against anyone who reports a concern in good faith.

How We Have Addressed Reported Risks or Use of Forced Labor or Child Labor in our Supply Chains

As of December 31, 2023, DGCL has not faced situations of forced labor or child labor, and has therefore not had to remedy and rectify such situations. Likewise, during the same time period, we have not identified situations where vulnerable families have experienced loss of income as a result of steps we have taken to eliminate forced labor or child labor risks.

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.

Michael Walker
Vice President
May 16, 2024



I have the authority to bind Dixon Group Canada Limited.



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