

Dorel Industries Inc.

**FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS
ACT – ANNUAL REPORT**

(Fiscal Year 2023)

1. Introduction

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) requires that subject businesses report the actions taken during the fiscal year to prevent and reduce the risk of forced labour or child labour in their operations and supply chains. This report refers to the 2023 fiscal year end, being December 30, 2023, for Dorel Industries Inc. (the “**Company**”), and reports on the steps taken by the Company in the 2023 fiscal year.

The Company also reports under the *California Transparency in Supply Chains Act* and the *UK Modern Slavery Act 2015*.

The Company is dedicated to producing quality products while adhering to high standards of social and environmental responsibility and ethical conduct. The Company is unequivocally opposed to forced labour and child labour in any form.

To combat modern slavery, forced labour and child labour in its supply chains, the Company identifies and only uses suppliers that demonstrate the willingness and ability to conduct their business in conformity with all applicable legal requirements and the Company’s ethical standards. The Company is committed to working with suppliers to address working conditions and worker exploitation, including forced and child labour and human trafficking.

The Company is also committed to providing a safe and respectful working environment for its employees. Violence, coercion, or intimidation in the workplace is not tolerated, and employees are expected to act in accordance with the Company’s high ethical standards.

2. Steps Taken to Prevent and Reduce the Risk of Forced Labour and Child Labour

In alignment with the Company’s commitment to prevent and reduce the risk of forced labour and child labour in its activities and supply chains, the Company took the following steps in the 2023 fiscal year:

- Conducted an internal assessment of the risks of forced labour and child labour in its operations and supply chains;

- Reviewed and updated its Supplier Code of Business Conduct to provide more robust protection against child labour;
- Utilized its Policy on Whistle-Blowing and whistleblower hotline to ensure that any complaints regarding forced labour and child labour would be addressed;
- Required suppliers to have policies and procedures in place to identify and prohibit the use of force labour and child labour in their activities and supply chains;
- Gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily;
- Identified the most severe risks of forced labour and child labour in its activities and supply chains and carried out a prioritization exercise to focus due diligence efforts on those activities and supply chains identified as posing the highest risk;
- Engaged with supply chain partners on the issue of addressing forced labour and child labour; and
- Conducted facility audits within its supply chain and monitored compliance with its Supplier Code of Business Conduct.

3. Structure, Activities and Supply Chains

Structure & Activities

Dorel Industries Inc. is a Quebec public corporation listed on the Toronto Stock Exchange. The Company is headquartered in Quebec with its head office located at 1255 Greene Avenue, Suite 300, Westmount, Quebec, H3Z 2A4.

The Company, together with its subsidiaries (collectively, “**Dorel**”), operates two distinct business segments, each consisting of several operating divisions or subsidiaries. Dorel has a presence in 22 countries throughout Europe, North America, South America, Asia and Australia, and employs approximately 4,000 people worldwide.

Dorel’s juvenile segment (“**Dorel Juvenile**”) is engaged in the manufacture and sale of juvenile products, such as infant car seats, strollers, highchairs, playpens, developmental toys and health and safety aids. Dorel Juvenile has earned a leading global position with respected brands and a commitment to innovative, quality products. Dorel Juvenile’s powerfully branded products include global juvenile brands Maxi-Cosi, Quinny and Tiny

Love, complemented by regional brands such as Safety 1st, Béb  Confort, Cosco and Infanti.

Dorel’s home furnishings segment (“**Dorel Home**”) is engaged in the manufacture and sale of home furnishings products, including ready to assemble furniture, step stools, hand trucks, futons, mattresses and other home furnishing products. Dorel Home delivers a wide range of domestically produced and imported furniture products principally within North America, with its technology driven, omni-channel platform. Dorel Home major brands include DHP, Signature Sleep, Ameriwood Home and Cosco Home and Office, among others.

Dorel’s strength lies in the diversity, innovation and quality of its products as well as the superiority of its brands. A high level of customer satisfaction has been achieved through the location of permanent Dorel teams in close proximity to certain major accounts. Dorel also maximizes cross-selling, cross-marketing, procurement and other complementary business opportunities. Dorel also has employees in mainland China, offering its divisions and customers a variety of services, including quality assurance, supply certification, sourcing of materials, and an uninterrupted flow of products.

Supply Chains

The Company’s home furnishings products are both domestically produced and imported primarily from Asia. Home furnishings products manufactured by the Company in Canada are produced using domestically sourced raw materials and components sourced primarily from China, Malaysia, and Vietnam.

The Company’s juvenile products are imported from the United States and Asia. Juvenile products imported from the U.S. are produced by the Company’s U.S. subsidiary with raw materials and components sourced primarily from the U.S., Mexico and China.

4. Company Policies and Due Diligence Processes in Relation to Forced and Child Labour

The Company has implemented formal policies, codes of conduct for employees and suppliers, compliance standards, due diligence processes and a strong governance framework as part of its commitment to eradicate forced labour and child labour from its activities and supply chains.

Responsible business conduct is embedded into the Company’s policies and management systems to protect the rights of all workers throughout the Company’s supply chain.

Employment Practices & Code of Business Conduct

The Company is dedicated to maintaining a safe and ethical working environment for its employees. The Company's responsible recruitment practices and internal policies and procedures ensure compliance with all applicable employment legislation related to staff recruitment and working conditions.

Dorel's Code of Business Conduct (the "**Employee Code**") promotes the Company's principles of non-discrimination and respect for human rights in the workplace. The Employee Code specifically prohibits forced labour and child labour, and addresses issues of harassment, intimidation and coercion in the workplace. It also requires employees to report any illegal or unethical behaviour.

Company directors, officers and employees are expected to comply with the Employee Code and actively support its values and principles. Consultants for the Company are equally expected to adhere to the Employee Code in all their dealings with or on behalf of the Company.

The Employee Code is reviewed by the Audit Committee of the Company's Board of Directors annually and is updated as needed.

Supplier Code of Business Conduct & Contractual Framework

As a condition of doing business with the Company, manufacturers or producers of goods to the Company, whether domestic or foreign, are expected to adhere to the Company's Supplier Code of Business Conduct (the "**Supplier Code**").

The Supplier Code requires suppliers to comply with all applicable laws and regulations, including laws prohibiting the use of forced labour, child labour, prison labour and human trafficking. It also requires suppliers to identify any factories and contractors, domestic or foreign, used to produce merchandise for the Company and certify that each factory operates in compliance with all applicable labour laws. The Supplier Code clearly prohibits the use, in any manner, of convict labour, forced labour, indentured labour, child labour and human trafficking in the production or sourcing of merchandise.

Consistent with the Company's principles of respect for the rights of workers, the Supplier Code also addresses labour hours, compensation, discrimination, abuse in the workplace, the right to collective bargaining and safe and healthy working conditions.

Additionally, the Company's purchase contracts explicitly require suppliers to comply with the Supplier Code and all applicable laws and regulations of the countries in which products are manufactured or from which they are exported. Purchase contracts also require suppliers to impose the same obligations on their contractors.

Purchase contracts also generally contain other risk mitigation provisions, including audit rights and enforcement provisions such as termination rights should a supplier fail to adhere to the Supplier Code.

The Supplier Code is managed by the Company's Audit and Compliance department. It is reviewed at least annually with Company management and the Legal department and updated as needed.

Whistleblower Programs

The Company takes allegations of any breach of policy, violation of law or unethical conduct seriously. The Company's Policy on Whistle-Blowing allows any person to raise concerns about the Company's workplace or its suppliers' practices, including as concerns forced and child labour.

Employees may report complaints to their supervisor or local Human Resources department, who will then notify the Company's Vice President of Audit & Compliance. Employees may also bypass line management and report concerns directly to the Chairperson of the Audit Committee of the Company's Board of Directors and the President and Chief Executive Officer of the Company.

Complaints may also be reported confidentially by mail, email or by utilizing the Company's anonymous whistleblower hotline.

The Policy on Whistle-Blowing allows the Company to resolve complaints and identify and assess any adverse impacts to operations, supply chains and business relationships. This policy is reviewed annually, and governance oversight of the policy is provided by the Audit Committee of the Company's Board of Directors.

Internal Audit Program

The Company's internal audit program is designed to evaluate the Company's operations, internal controls and risk management processes. This includes risk assessments and due diligence processes to identify, evaluate, and monitor the risks of forced labour and child labour in the Company's supply chains, thereby assisting in the prevention and mitigation of these risks.

The Audit and Compliance department is responsible for managing the Company's internal audit program and tracking the implementation of policies and procedures in relation to child labour and forced labour and their results. The Audit and Compliance department also carries out and oversees assessments and audits of the Company's suppliers to evaluate compliance with the Supplier Code and Company standards. When appropriate, the department will cooperate with suppliers to remediate noncompliance by issuing an action plan and conducting follow-up assessments and/or audits. Issues of

noncompliance in relation to the use or suspected use of forced labour or child labour are escalated to Company management to ensure appropriate action is taken.

The Audit Committee of the Company's Board of Directors provides oversight over the internal audit function of the Audit and Compliance Department and periodically reviews the charter, plans, activities, budget, staffing and organizational structure of the internal audit function to ensure its effectiveness.

5. Risk of Forced Labour or Child Labour in our Supply Chains and Steps Taken to Manage and Assess Risks

The Company recognizes that its global supply chain and the manufacturing industry in which it operates generally presents some risk of forced labour and child labour. The Company is aware that the location of the factories and operations and the raw materials utilized in its supply chains may also present these risks. These risks can be heightened where outsourced, contracted or subcontracted labour or migrant labour is utilized by suppliers.

The Company will continue to diligently monitor all aspects of its activities and supply chains to identify emerging risks.

In order to manage and assess risks of forced labour or child labour, the Company undertakes a multi-layered process to audit its suppliers and ensure compliance with the Supplier Code.

In addition to agreeing to adhere to the Supplier Code, Suppliers must conduct a self-survey of key legal compliance and workplace safety including compliance with the Company's prohibition on forced labour and human trafficking. Suppliers are also required to designate an officer to inspect each of its facilities producing merchandise sold to the Company on at least an annual basis. These inspections assist in monitoring compliance with the standards set forth in the Supplier Code as officers must certify completion and the results of such inspections to the Company.

Additionally, suppliers must submit to on-site inspections conducted by the Company or by specially trained third parties to confirm compliance with the Supplier Code. Any supplier that fails or refuses to comply with these standards is subject to immediate cancellation by the Company of all its outstanding orders as well as termination of the supplier's business relationship with the Company.

6. Measures Taken to Remediate any Forced Labour or Child Labour

The Company has not identified any forced labour or child labour in its activities and supply chains but will continue to actively monitor and identify areas of risk.

7. Remediation of Loss of Income to the Most Vulnerable Families that Result from Measures Taken to Eliminate the use of Forced Labour or Child Labour from Company Activities and Supply Chains

No instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in the Company's activities and supply chains have been identified or reported to date.

8. Training

The Company requires employees to review and certify compliance with the Employee Code annually. Voluntary course training regarding forced labour and child labour is also offered to employees based on local needs and upon request.

Additionally, suppliers are provided training on the Supplier Code and the Company's audit program.

9. Assessing the Effectiveness of Measures Taken to Reduce Forced Labour and Child Labour in the Company's Business and Supply Chains

The Company conducts regular reviews, at least once per year, of all policies and procedures related to forced labour and child labour, including the Employee Code and the Supplier Code. Purchase contract templates are also regularly reviewed and updated.

The Audit Committee of the Company's Board of Directors periodically reviews the effectiveness of established systems for monitoring compliance with laws, regulations and policies, including the Employee Code and the Policy on Whistle-Blowing. The Audit Committee may also review the results of investigation and follow-up actions taken (including disciplinary action) for instances of noncompliance with the Company's policies.

The Company measures the effectiveness of its monitoring activities by reviewing the number of supply chain audits conducted and the findings of such audits. Any infractions found, including noncompliance with the Supplier Code and/or concerns related to human rights are noted and monitored. Noncompliance is escalated to Company management when necessary to ensure appropriate action is taken.

The Company also works with suppliers to measure the effectiveness of its actions to address forced labour and child labour by tracking relevant performance indicators during annual supplier audits,

The Company remains steadfast in its commitment to human rights and will continue to evaluate its policies and practices to ensure their effectiveness in reducing the risks of forced labour and child labour in its operations and supply chains.

Approval and Attestation

This Report was approved pursuant to paragraph 11(4)(a) of the Act by the Board of Directors of Dorel Industries Inc.

In accordance with 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.

(s) Norman Steinberg

Norman Steinberg

Independent Director

Dorel Industries Inc.

May 28, 2024

I have authority to bind Dorel Industries Inc.