



Duha Color Services Ltd.
CONNECTING THE WORLD WITH COLOUR

**Report to confirm compliance with Bill S-211,
Fighting Against Forced Labour and Child
Labour in Supply Chains Act**

Duha Color Services, Ltd

May 15, 2024



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 this report. 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.

Full name Rick G. Duha

Title Chief Business Officer, Duha Color Services, Ltd

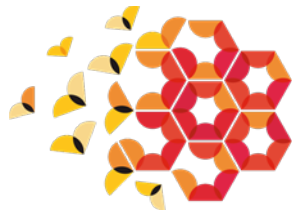
Date May 15, 2024

I have the authority to bind Duha Color Services, Ltd.

Signature *Rick G Duha*

Note:

This report received approval from the Board of Directors of Duha Color Services, Ltd in May 2024.



Executive Summary:

This report provides an overview of Duha Color Services' compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act. The report covers various aspects, including the organization's structure, activities, supply chains, policies, due diligence processes, risk assessment, remediation measures, and training programs related to forced labour and child labour.

a) Structure, Activities, and Supply Chains:

Duha Color Services, Ltd is a privately-owned, for-profit corporation registered in the Province of Manitoba. The company employs approximately 260 people and operates with a standard chain-of-command structure, where department managers report to Directors, who report to the Chief Operating Officer. Specializing in manufacturing colour collateral, such as fandecks, colour chips, and colour cards, Duha Color Services conducts all its production at a single facility in Winnipeg, Manitoba.

The company sources raw materials from domestic and international suppliers, including paper, paint, printing plates, ink, laminating film, glue, and corrugated cartons. Notably, paper is the largest volume raw material used in our manufacturing processes, sourced from paper mills in the USA and South Korea through distributors in Canada. The supply chain for Duha Color Services includes suppliers and manufacturers from several countries, with a significant majority of raw material suppliers based in Canada and the USA.

b) Policies and Due Diligence Processes:

At Duha, we are committed to preventing child and forced labour in our operation, adhering to both legal requirements and ethical employment practices.



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Duha Color Services, Ltd. its officers and managers, and its Human Resources staff consistently applied care and due diligence in complying with all labour laws and employment standards of the Province of Manitoba, including the Employment Standards Code which specifies minimum wage standards, protection for young workers, and the payment of wages.

We are also committed to upholding ethical standards in all aspects of our business, including our supply chain practices. Duha Supplier Code of Conduct outlines the expectations and requirements for all suppliers to ensure fair, safe, and responsible business practices. A copy of the Code of Conduct is attached and also accessible on our website: www.duhagroup.com

We ask all Suppliers to acknowledge that they have received and read the Duha Supplier Code of Conduct. Suppliers who are deemed to present a higher potential risk may be asked to certify compliance with this document.

c) Risk Assessment and Management:

Duha Color Services, Ltd is committed to identifying and mitigating risks of forced labour or child labour within our business and supply chains. We are actively evaluating risks based on the country of origin of our suppliers and the materials we outsource. Thus far, our assessments have not identified any high-risk factors within our supply chain.

Duha Color Services, Ltd. was audited by Preferred by Nature Canada in November 2023. This audit included a demonstration of Duha Color Services, Ltd.'s compliance with the Forest Stewardship Council's core labour requirements, specifically addressing forced labour and child labour. Duha is pleased to report that it is in full compliance with these requirements.

d) Remediation Measures:

Duha Color Services, Ltd. has not undertaken any specific remediation measures for forced labour or child labour within our activities and supply chains, as our assessments have not identified any high-risk factors.



e) Addressing Loss of Income:

Duha Color Services, Ltd. acknowledges the importance of addressing potential income loss for vulnerable families resulting from measures taken to eliminate forced or child labour within our activities and supply chains. However, no specific measures have been implemented in this area to date.

f) Employee Training:

Duha Color Services, Ltd. has not conducted any training sessions for employees on the topics of forced labour and child labour. This is because Duha Color Services, Ltd., along with its officers, managers, and Human Resources staff, consistently applies care and due diligence in adhering to all labour laws and employment standards of the Province of Manitoba,

g) Effectiveness Assessment:

Duha Color Services, Ltd. has not conducted specific assessments of its effectiveness in ensuring that forced labour and child labour are not used in its business and supply chains. This is due to the low-risk factors identified, which have not necessitated further action.

Conclusion:

Duha Color Services, Ltd. remains steadfast in its commitment to eradicating forced and child labour from its operations and supply chains. Through ongoing due diligence, risk assessment, and remediation efforts if needed, we strive to uphold the highest standards of ethical business conduct.