



## 2023 Modern Slavery Statement

By Ecotex Healthcare Linen Services

This report, compiled by Ecotex Healthcare Linen Service Group of Companies, represents our Canadian operating businesses, Ecotex Healthcare Linen Service Inc., and Ecotex Healthcare Linen Service LP collectively referred to as “Ecotex” or the “company” for the fiscal year ended December 31, 2023.

This report is the first report prepared by the company in compliance with the new Fighting Against Forced Labour and Child labour in Supply Chains Act (Bill S-211). The purpose is to summarize the steps taken to combat and mitigate the risk of forced labour or child labour at any part of the supply chain for Canadian companies including the production of goods and/or of goods imported into Canada by the company.

It is our belief that slavery is a serious matter, and we are committed to demonstrate progress in the coming years on the steps that can be taken to mitigate slavery.

### Ecotex Organizational Structure, Activities and Supply Chain

Ecotex is a family owned and operated entity, founded in 1959. The company’s principal activities revolve around providing hygienically clean healthcare linen services for hospitals, long term care homes, and other medical facilities. Ecotex operates regional healthcare laundry facilities located in Canada and the USA.

As a family-owned business we care deeply about people and have a deep commitment to an inspiring, engaging, consistent employee culture enabling the team to do their best work. Our dedication to true human to human partnerships is grounded in authenticity and integrity.

In Canada our regional laundries abide by the Employment Practise guidelines provided for each respective province. Employees are hired voluntarily and are not subject to any form or coercion or exploitation. We provide fair wages and safe working conditions and validate the legal status of workers as part of the hiring process.

Our supply chain primarily encompasses laundry machinery, wash chemicals, various production supplies, and healthcare linens. We manage corporately the procurement of wash chemicals, linens, and capital equipment. We have developed deep relationships with all of our large suppliers, visiting their headquarters and touring their facilities. The local Ecotex facilities purchase various minor production supplies, replacement parts for equipment, and other miscellaneous supplies needed for our office.

## **Policies, Governance and Due Diligence**

Honesty, integrity, fair are how we at Ecotex like to do business. It is what we represent in the face of our employees, customers, and vendors.

### **Employee Code of Conduct**

The employee code of conduct reflects a commitment to Ecotex's vision and provides a framework to guide ethical conduct in a way that upholds the integrity and reputation of our organization. All employees are expected to behave in a way that aligns with this Code. The Code does not cover every specific scenario, rather it identifies guiding principles to help you make decisions that are consistent with Ecotex's values.

Suppliers, Partners, and Third Parties are considered in this document, all agreements must be in line with the principles established in this code and relevant corporate policies.

Ethical behaviour is important to us at Ecotex and is a requirement of the code. Modern slavery and human trafficking are not considered ethical behaviour and we will undertake to avoid causing or facilitating negative human rights activity through our business and its relationships and it is everyone's due diligence to address such activities if they were to occur.

### **Risk Identification**

Our supply chain includes North American & European suppliers, we recognize the importance to delve further into the source of the raw materials to ensure that we have no risks of adverse human rights behaviour specifically forced labour and child labour. We need to consider geography risk indicators, suppliers' category and the type of product/services offered by the supplier in our identification process.

To strengthen our stance, we will be developing in the coming months a robust supplier code of conduct and a supplier survey that will help to identify any high-risk areas. Consideration will include geography, employee population, practices, and product categories; also, whether the supplier has their own relevant controls to mitigate modern slavery in their workplace and supply chain.

Instances of unethical behaviour such as modern slavery will be addressed through remediation measures.

### **Remediation Measures**

Ecotex code of conduct allows for unethical behaviours to be identified, this will hold true for any forced labour or child labour identified either through our supplier survey or otherwise. If

such identification is made Ecotex will work to develop and implement a corrective plan to remedy the situation.

### **Training**

In 2024 Ecotex will prioritize training to our employee groups that will include forced and child labour. Previous onboarding includes ethics through the code of conduct.

### **What's Next**

2024 will bring the creation of a newly developed Supplier Code of Conduct, Supplier Surveys, and a plan to annually evaluate our actions and path to mitigate modern slavery. Further development will be required to monitor our progress to ensure continuous improvements and accountability.

### **Approval & Attestation**

In accordance with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in black ink, appearing to read "B. Bartsch".

Bryan Bartsch  
President & CEO  
Ecotex Service Group of Companies