



2024 Report on Forced Labour and Child Labour

1. Introduction

This report is prepared pursuant to the requirements of Canada's S-211 Act, which mandates transparency and accountability in addressing the risks of forced labour and child labour within supply chains. Gesco Holdings Ltd., along with its affiliated entities, Gesco Industries L.P. and Tierra Sol Ceramic Tile L.P. remain committed to upholding the highest ethical standards and ensuring our operations and supply chains are free from forced and child labour.

2. Business Overview

Gesco Holdings Ltd. is a leading Canadian flooring solutions provider. Through our subsidiaries—Gesco Industries L.P. and, Tierra Sol Ceramic Tile L.P.—and brands like Shnier, Division9 and Richmond Flooring, we distribute a wide range of flooring products, including vinyl, laminate, engineered hardwood, modular carpet tile, ceramic tile, and stone and licensed brands. With a global supplier network, we are committed to addressing risks related to forced and child labor proactively.

3. Our Supply Chains

Gesco Holdings Ltd. sources finished products from various domestic and international suppliers.

4. Policies and Commitments

Gesco Holdings Ltd. has established the following policies to address forced and child labour:

- **Supplier Code of Conduct:** Requires all suppliers to comply with international labour standards, including the prohibition of forced labour, child labour, and human trafficking.
- **Ethical Sourcing Policy:** Ensures that materials are sourced responsibly, with transparency and traceability throughout the supply chain.

Further, Gesco Holdings Ltd. requires all employees to adhere to applicable laws and upholds a commitment to fostering honesty, integrity, and the highest ethical standards in all its operations. The company's reputation is built on the personal integrity of its team members, and its success relies on nurturing trusting relationships grounded in this unwavering commitment.

As representatives of Gesco Holdings Ltd, employees hold positions of trust in their interactions with colleagues, government authorities, business partners, suppliers, and other stakeholders.

Gesco Holdings Ltd. is dedicated to operating in full compliance with all applicable laws, rules, regulations, and directives. To support this commitment, employees are expected to take reasonable steps to understand the legal framework relevant to their responsibilities and ensure their actions align with these requirements.

Employees are required to promptly report any violations of applicable laws. If an employee commits or observes a breach, they must immediately inform their direct supervisor. Gesco Holdings Ltd. ensures that employees who report actual or suspected violations of laws, or raise concerns about the company's policies, procedures, or practices in good faith, are protected from retaliation or retribution.

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5. Assessing Our Risk

To mitigate the risk of forced and child labour, we have implemented due diligence measures, including:

- Requiring suppliers to submit detailed declarations about their labor practices and partnering only with those who maintain adequate certifications and robust policies.
- Conducting comprehensive due diligence on suppliers to identify legal and other potential risks, while gaining insight into their recruitment and employment practices. This process includes assessing potential labor issues and screening current and prospective suppliers for any adverse media coverage related to areas of concern.
- Utilizing internal auditors and Third-Party certifications to ensure suppliers comply with established labor standards including Business Social Compliance Initiative (BCSI) and Workplace Conditions Assessment (WCA).

6. Our Commitments & Plans for 2025

Gesco Holdings Ltd. is committed to fostering awareness and training across our organization and supply chain partners. Key initiatives include:

- We are dedicated to collaborating with suppliers and business partners who do not engage in human trafficking or any form of slavery. Our policies include measures designed to address and reduce the risk of slavery and human trafficking within our global operations and supply chains.
- Gesco Holdings Ltd. intends to continue to evaluate the risks of forced labor and child labor within its operations and supply chains via internal assessments.
- Annual training sessions for employees in purchasing roles on identifying and addressing risks of forced and child labour.
- We are committed to continuous improvement in our efforts to combat forced and child labour.

7. Approval & Signature/Attestation

This report has been reviewed and approved by senior management and reflects our commitment to transparency and ethical practices. This report has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act.

Certified by:

Aneil Hussein

Name: Aneil Hussein

Title: President, Gesco Holdings Ltd.

January 2025

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