

2023 Annual Report

Forced Labour in Canadian Supply Chains

Company: GLP Canada Ltd. (“GLP”)

Business Number: 845980861

Reporting Period: Nov. 1st, 2022 – Oct. 31st, 2023

Policy Overview

GLP is committed to upholding ethical standards and ensuring that our operations and supply chain activities are free from forced labour and child labour. We recognize the importance of respecting human rights and maintaining responsible business practices. This report outlines our ongoing efforts and measures taken to combat forced labour and child labour in our supply chain.

Requirement (a) – Structure, activities and supply chains

GLP is a distribution business focused on heating, ventilation, air conditioning and environmental control systems. The company operates out of two Canadian warehouses located in Ontario and Alberta. The company employs 27 full-time employees who are all based in Canada.

GLP is focused on wholesale distribution of goods. The company purchases equipment and parts from its vendors, the vast majority of whom are in the United States, and sells product to customers located across Canada. The company imports product that originates from the United States, Mexico, and China.

Requirement (b) – Policies and due diligence processes

GLP has established a policy that explicitly prohibits forced labour and child labour in all aspects of our operations and supply chain. GLP requires suppliers to adhere to international standards, including the International Labour Organization's (ILO) conventions and guidelines, as well as relevant national regulations. GLP assesses existing suppliers to ensure compliance with our standards.

Requirement (c) – Forced labour and child labour risks

GLP can eliminate the risk of forced labour or child labour in our direct operations in Canada; however, as GLP's supply chain extends overseas to different businesses, industries, and jurisdictions, it is difficult to fully eliminate the risk from other parties. GLP has a policy to avoid or cease relationships with entities who engage in these illegal practices.

Requirement (d) – Remediation measures

No instances of forced or child labour have been identified in GLP's supply chain. As a result, no remediation measures have been taken.

Requirement (e) – Remediation of loss of income

No instances of forced or child labour have been identified in GLP’s supply chain. As a result, no remediation of loss of income measures have been taken.

Requirement (f) – Training

GLP provides optional training and awareness programs for our employees to educate them about the risks of forced labour and child labour and the importance of ethical sourcing practices. This includes training in identifying signs of exploitation and reporting mechanisms for addressing concerns.

Requirement (g) – Assessing effectiveness

GLP has not identified any instances of child labour or forced labour in its supply chain.

Conclusion

GLP remains steadfast in our commitment to combat forced labour and child labour in our organization and in our supply chain. We recognize that this is an ongoing process that requires continuous monitoring, evaluation, and improvement. By upholding our values and working collaboratively with stakeholders, we are dedicated to ensuring that our operations are conducted responsibly and ethically, with respect for the rights and dignity of all individuals involved.

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.



Cameron Roblin
President, GLP Canada Ltd.
April 1, 2024

I have the authority to bind GLP Canada Ltd.