



Fighting Against Forced Labour and Child Labour
in Supply Chains Act
(Bill S-211)

2023 ANNUAL REPORT

About this Report

George Courey Inc. does not condone the use of slavery in any form, and we support Canada’s efforts to fight forced and/or child labour in supply chains.

This report is GCI’s first prepared report in accordance with Canada’s new “Modern Slavery Act” requirements.

It presents the steps taken to reduce the risk of any forced labour or child labour being used in George Courey Inc’s supply chain for our Financial Year 2023, beginning January 1st, 2023, and ending December 31st, 2023.

Future reports will be published annually as George Courey Inc. continues its strong tradition of ESG and our focus on continuing to provide quality products through responsible actions.

TABLE OF CONTENTS

Who we are

Our supply chain

Risks

Actions taken to address risks

Future actions to address risks

Report approval and attestation

WHO WE ARE

George Courey Inc (GCI) is a 114-year-old Canadian family owned and operated importer and producer of linen and textiles for healthcare and hospitality customers.

We work with trusted partners in countries all over the world to supply well-made and responsibly sourced products for our customers across North America.

Our Corporate Social Responsibility is a key part of our company vision, and our long history ensures our partners follow the same vision regarding sustainability and responsible sourcing.

Please refer to our website for more information regarding our company, and any questions can be directed to our head office in Montreal, QC.

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OUR SUPPLY CHAIN

GCI's supply chain department is based out of our Montreal office, and the department supports our operations from our suppliers overseas to our customers in Canada and the United States.

A key part of our supply chain management is ensuring our suppliers follow our lead on using responsible processes to produce quality products for us and therefore our customers and their end users.

As a long-established company, we have built long term relationships with key suppliers while we track key metrics such as order volumes, capacity, performance history and non-compliance

Our supply chain has suppliers from the Far East (Pakistan, Bangladesh, China) as well as Central America (El Salvador) and the United States.

RISKS

GCI's risk exposure to forced and/or child labour is through our suppliers. The highest risk comes from suppliers based in high-risk countries. We used various online sources to determine these countries.

GCI recognizes the potential risks, and we work with our suppliers to ensure our materials and products are responsibly sourced

ACTIONS TAKEN TO ADDRESS RISKS

GCI created a cross-functional team made up of key stakeholders and our Senior Leadership Team. Pursuant to the "Modern Slavery Act", this team is tasked with reviewing our supply chain to minimize any risk for forced and/or child labour.

GCI's vendor manual explicitly calls out to our commitment to responsible sourcing and our adherence to the "Modern Slavery Act" and requires all our suppliers to attest they do not use or endorse forced or child labour, either directly in their facilities or within their own supply chain.

GCI provides awareness information to our internal employees regarding the forced and/or child labour "Modern Slavery Act" as part of our company's ESG vision.

GCI's examination of our supply chain did not find any evidence of forced and/or child labour for our 2023 fiscal year, so we did not implement any remediation measures.

FUTURE ACTIONS TO ADDRESS RISKS

GCI continues to assess our supply chain and develop our plans and processes to support continuous improvements in reducing the risks within our supply chain.

Plans include

- implement a supplier management system to manage supplier risk as well as document our suppliers' policies and procedures that deal specifically with forced and/or child labour
- the possibility of external audits at our suppliers' facilities
- process to remediate any forced and/or child labour as well as remediation for loss of income to the most vulnerable families affected by any steps taken to eliminate forced and/or child labour from our supply chain.

REPORT APPROVAL AND 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 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. I have the authority to bind George Courey Inc.

A handwritten signature in cursive script, reading "Jeffrey Courey", is written over a solid blue horizontal line.

Jeffrey Courey

President and CEO

Signed on: May 30th, 2024