



May 28, 2024

**REPORT ON MODERN SLAVERY ON BEHALF OF GLOBAL UPHOLSTERY CO. INC. ("GU"), GLOBAL CONTRACT INC. ("GC") AND GLOBAL WOOD CONCEPTS LTD. ("GW") (the "Report")**

**Modern Slavery Statement for the Financial Year Ending:**

1. GU and GC May 31, 2024
2. GW February 28, 2024

**Business Numbers:**

1. GU – 130418288 RC 0001
2. GC – 867889420 RC 0001
3. GW – 102120847 RC 0002

This Report is made on behalf of GU, GC., and GW (collectively "Global") on behalf of themselves pursuant to, ***An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the "Act")***.

This Report outlines the approach and initiatives by Global to identify and address the risks of forced labour and child labour in their business operations and supply chains during the two financial years set out above.

This report is filed based on it being a "Joint Report" as defined under Section 11(2) under the Act, for the following entities: GU, GC, and GW.

*Global is deeply committed to respecting human rights and human dignity and ensuring our supply chain is free from forced labour and child labour.*

**a. Structure, Activities and Supply Chains**

**i. Group Structure**

- GU, GC and GW are the largest companies based on the number of employees, assets and revenue of a group of affiliated and vertically integrated companies located in the Greater Toronto Area that are commonly referred to as Global Furniture Group ("GFG"). These GFG companies are privately held, and therefore the financial information about them is confidential and not publicly disclosed.

- Global's head office is in Toronto, Ontario Canada.
- Global sells commercial furniture products that are used in the office, hospitality, healthcare and educational sectors. This includes chairs, desking, tables, filing, storage and accessories.
- Global sells its products through many third-party independent dealers around the world.
- A large majority of Global's sales are to customers located in Canada and the United States.
- Global's manufacturing plants are located in the Greater Toronto Area.
- Global operates showrooms in various cities in Canada including Vancouver, Calgary, Edmonton, Toronto, Ottawa, Winnipeg, Montreal, Moncton, and Halifax.
- In Canada, all dealers sell GU-branded products. A select number of dealers also sell GC-branded products.
- In the U.S., GFG products are sold exclusively to a U.S. affiliate, Global Industries Inc. which sells products through independent dealers.

#### ii. Outline of Global's Supply Chain

- Majority of the products manufactured by the Global in Canada are made from parts and materials sourced from Canadian and American suppliers.
- A majority of these parts and materials have a U.S. or Canadian country of origin.
- Global has a vertically integrated supply chain of owned affiliates in the GFG. These affiliates make components such as wooden and metal chair frames and tables, table legs, storage, injection-moulded plastic and nylon parts, and polyurethane foam.
- The largest single item Global purchases is cold-rolled steel. The country of origin of a majority of this steel is Canada.
- Global also purchases significant amounts of plywood, solid wood and aluminium. The country of origin of the majority of this is Canada.
- In addition, Global purchases a large number of other items such as fabric, foam, paint, laminate, and mechanical components. A majority of these items come from suppliers based in Canada and the U.S.
- Global also purchase certain items such as leather and plastic components from suppliers based outside of North America, particularly the European Union, Korea, Taiwan, and China.
- Global components and parts purchased from suppliers outside of North America are incorporated into products manufactured in Canada.

**b. Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour**

In the past financial year, GU and GC introduced the “Global Group Supplier Code of Conduct” (“Supplier Code”). GW will have introduced the Code this financial year. The Supplier Code contains the requirements and obligations for all suppliers to Global/GFG companies. The Supplier Code sets out specific requirements relating to the prohibition of Child and Forced Labour. It contains specific provisions relating to compliance requirements to the Act.

**c. Parts of Activities and Supply Chain That Carry Risks of Forced Labour or Child Labour Being Used and Steps Taken to Assess and Manage That Risk**

**i. Risks in the Supply Chain**

Global has policies in Canada and a dedicated Law Department and Human Resources Department that focus on amongst other things ensuring that Global meets all required Federal, Provincial, and municipal laws applicable to its business. Therefore, we believe there is very little risk in our Canadian operations. We acknowledge that may be a greater risk related to suppliers in certain countries outside of Canada, the United States and the EU.

**d. Any Measures Taken to Remediate any Forced or Child Labour**

Global is not aware of any instances or allegations of forced or child labour in its business or supply chain.

**e. Any Measures Taken to Remediate Loss of Income to the Most Vulnerable Families That Results from Any Measure Taken to Eliminate the Use of Forced Labour or Child Labour in its Activities and Supply Chain**

Global is not aware of any instances where there was any loss of income because it has not identified any instances where Child or Forced Labour is present in our activities or supply chain.

**f. Training Provided to Employees on Child Labour and Forced Labour**

GU and GC have provided training to many employees including general managers and employees who have roles in human resources and finance in the supply chain (including purchasing department personnel). The training has been provided by the General Counsel and Senior Vice-President of the GFG and the Vice President of Supply Chain Management of GU. The training was provided to educate them on the Global Group Supplier Code of Conduct including its provisions relating to child and forced labour and the specific obligations and requirements under the Act.

**g. How Global Assesses its Effectiveness Ensuring That Forced Labour and Child Labour Are Not Being Used in our Business and Supply Chain?**

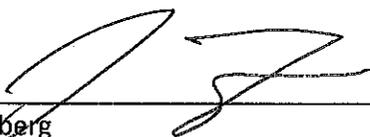
Global is not aware of any instances of forced or child labour in its supply chain. Most of our suppliers are either affiliates of Global or are third-party suppliers that are based in Canada and the United States. We assess that there is very little likelihood that forced labour or child labour is present with these suppliers.

GU and GC have adopted the “Global Group Supplier Code of Conduct” and introduced training which has the objective of assisting us in verifying that there is no forced or child labour in our supply chain, particularly with suppliers that are not based in Canada, the U.S., or the EU.

**Approval and Attestation of the Report**

This Report was approved by the Board of Directors of Global Upholstery Co. Inc., Global Contract Inc. and Global Wood Concepts Ltd. The undersigned attests that the information contained in this report is true, accurate, and complete in all material aspects for the purposes of the Act.

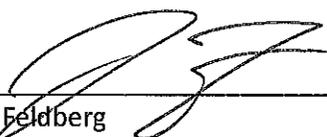
**Attestation:** In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.




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Joel Feldberg  
 Director, President and Chief Executive Officer  
 Global Upholstery Co. Inc.  
 May 28, 2024

*I have the authority to bind the Corporation*




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Joel Feldberg  
 Director, Vice Chairman, President, and Chief Executive Officer  
 Global Contract Inc.  
 May 28, 2024

*I have the authority to bind the Corporation*




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Joel Feldberg  
 Director and President  
 Global Wood Concepts Ltd.  
 May 28, 2024

*I have the authority to bind the Corporation*