

MODERN SLAVERY AND HUMAN TRAFFICKING REPORT

Jacobs & Thompson Inc. is committed to supporting and respecting the protection of human rights and stands against all forms of forced labour. We understand the important role we play in respecting human rights, and we aim to avoid causing or contributing to adverse human rights impacts. This report is published on behalf of Jacobs & Thompson Inc. (Business ID 102556545), including subsidiaries; Aquacut Foam Inc. (Business ID 823663877), and Kristofoam Industries Inc. (Business ID 102885357). This report covers these entities' fiscal year January 1st, 2023, ending December, 31st, 2023.

Jacobs & Thompson Inc. and subsidiaries will collectively be known as J&T in this report. We use the term "modern slavery" to refer to forced labour, child labour and other forms of slavery.

1. OUR STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS:

J&T is a diverse manufacturing corporation headquartered in Toronto, Canada. J&T operates primarily in Canada. J&T's spending on the procurement of goods and services from suppliers primarily based in North American and Asia.

2. MODERN SLAVERY RISKS IN OUR BUSINESS AND SUPPLY CHAINS:

We recognize that human rights risk potentials for modern slavery and human trafficking in the production of goods.

3. MEASURES TO ADDRESS MODERN SLAVERY RISKS:

J&T has a number of policies, due diligence processes, and training programs in place to help mitigate the risk of unlawful activities in our business and supply chains, including modern slavery, and human trafficking.

Our relevant policies, training and due diligence processes can be divided into those concerning our suppliers, and our employees.

Our Suppliers: Our commitment to human rights and combatting modern slavery is also reflected in how we select our suppliers.

Our Employees: J&T requires all employees, to abide by applicable labour laws and standards. In addition, employees must complete our Modern Slavery training.

We recognize, however, that we can always look for improvements. We intend to review our procurement and risk management practices to determine appropriate enhancements we can make to further address the risk of modern slavery and human trafficking in our supply chains.

4. REMEDIATION:

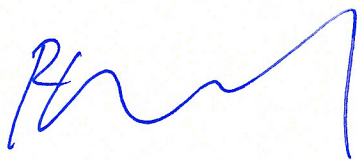
The Code of Conduct and Ethics requires J&T employees and board members to immediately report any conduct of which they are aware, or which they suspect, violates the Code. J&T has the right to terminate a contract for cause, which would include supplier's failure to comply with applicable laws.

In our 2023 fiscal year, based on inquiries made, we did not discover any instances of modern slavery or human trafficking in the production of goods for our operations or in applicable supply chains that required remediation, nor any loss of income to families because of any measures we took to prevent the use of modern slavery in our activities and supply chains.

5. OUR CONSULTATION AND GOVERNANCE PROCESS:

In preparing this report, J&T engaged with each covered entity and consulted with key areas of the organization across Canada. These groups have global mandates, which include the subsidiaries to which this report applies. This report was approved by the Board of Directors of J&T on May 30th, 2024, on behalf of J&T.

In accordance with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, 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.



Riley Brand, CEO & President, May 30th, 2024.