



BILL S-211

An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff

Modern Slavery Statement for the Financial Year ended June 30th 2024

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by the Jordans Group of Companies to identify and address the risks of forced labour and child labour (Modern Slavery) in its business operations and supply chains during the financial year commencing July 1st, 2023 and ending June 30th, 2024.

The Jordans Group of Companies, its legal entities and subsidiaries are committed to respecting human rights and ensuring that our supply chains are free from Modern Slavery.

Jordans Group Structure

Jordans was established in 1929 as Jordans Rugs Ltd. The Jordans Group of Companies (Jordans Rugs Ltd) trades under business names for flooring retail and commercial sales as Jordans Flooring, Jordans Flooring Outlets, Jordans Commercial Flooring, Jordans Contract Sales, and Jordans Restoration. It also trades under business names for furniture retail sales as Jordans Interiors, Jordans Home, and Jordans Furniture Outlet. The Jordans head office is at 1470 West Broadway, Vancouver BC.

Applicable Business numbers: 10271 1850 and 10271 1819

Supply Chain

Jordans sells flooring and furniture products in Canada that are made in countries from around the world and Canada. Jordans directly imports goods from the following regions:

- North America: U.S.A., Mexico
- Europe: Italy, Belgium, Germany
- East Asia: China, Taiwan
- South Asia: India, Nepal
- Southeast Asia: Indonesia, Thailand, Vietnam
- West Asia: Turkey, United Arab Emirates

Risks in Operations and Supply Chain

Jordans operates its businesses solely within Canada where there is a low risk of Modern Slavery. We intend to rely on Modern Slavery experts and non-governmental organizations to identify Modern Slavery risks associated with our Supply chain. While any population can be impacted by Modern Slavery, we recognize that certain groups are particularly vulnerable to Modern Slavery such as:

- Contract and temporary workers,

- Young or student workers,
- Domestic and foreign migrant workers,
- Refugees, asylum seekers, ethnic/religious workers, and displaced persons.

In 2023, Jordans conducted an initial risk review of our operations and supply chains as follows:

- Lower Risk:
 - Canadian business operations and suppliers
 - North American, and European supply chains due to legal, regulatory and general practice within these source countries
- Higher Risk:
 - Potential risk is higher in raw good production and and inputs to supply chains from Asia (US Government 2022 List of Goods Produced by Child Labour or Forced Labor). While Jordans does not directly purchase raw goods, these materials have the potential to be inputs in the global production of finished goods.
 - As per the US Government 2022 List of Goods Produced by Child Labour or Forced Labor, there is a potentially higher risk of Modern Slavery in the production of some finished goods such as carpets made in Nepal and furniture made in Vietnam.

Actions Taken

The Jordans Group of Companies, its legal entities and subsidiaries are committed to respecting human rights and ensuring that our supply chains are free from Modern Slavery. We have had a long-standing zero tolerance policy, dating back to the 1950's that bans all child labour from our operations and the products of carpets/areas rugs and any other product we sell. In 2023, we updated that policy to explicitly include the ban of both child labour and forced labour, also known as Modern Slavery. All suppliers must adhere to this policy.

Jordans reviews our supply chains on a regular basis and assess risks for Modern Slavery. In 2023 we are updating the mapping of supply chains with available information and requesting additional data where necessary. Supply chain mapping data is improving as some jurisdictions (e.g. U.S.A.) already have regulatory restrictions preventing the importation of certain goods/materials (e.g. vinyl plank flooring) from forced labour high risk areas.

Jordans educates our buyers and purchasing agents on the risks of Modern Slavery within our supply chains. Jordans has buyers and purchasing agents conduct in-person inspections of carpet and furniture production to ensure compliance.

Jordans reviews the compliance work of industry partners and agencies to ensure that finished goods suppliers are still in good standing.

Remediation

Jordans determined that no remediation was required in 2023.

Training

Buyers and purchasing agents are trained on the potential risks of Modern Slavery in our supply chains. All individuals involved in purchasing from higher risk sources review available data and information to assess potential risks of Modern Slavery.

Effectiveness Assessment

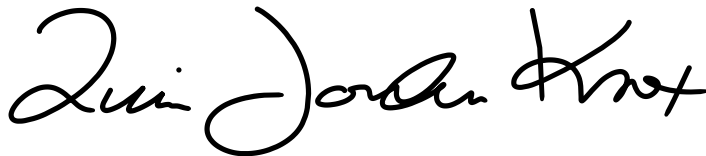
Jordans had no supplier compliance issues to our Modern Slavery policy, which was the primary performance measure. A secondary performance measure was general awareness within our supply chains of risks of Modern Slavery. This second measure was not quantified but supplier awareness is generally increasing.

It is challenging for local Canadian organizations and companies to see deep inside the source material production for global supply chains and thereby conduct detailed audits or assessments. For example, we cannot audit or monitor the globally sourced mining, extraction, and production of petrochemical products or minerals used around the world.

Consequently, we must rely upon Modern Slavery experts and non-governmental organizations to identify Modern Slavery risks, best practices, and effectiveness assessments with our Supply chains. That said, we monitor and audit those supply chains we can access and affect such as the production of handcrafted goods.

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May 29th, 2024,

A handwritten signature in black ink that reads "Quinn Jordan-Knox". The signature is written in a cursive, flowing style.

Quinn Jordan-Knox

Vice President – Jordans Group of Companies

Jordans Rugs Ltd

Jordans Interiors Ltd