

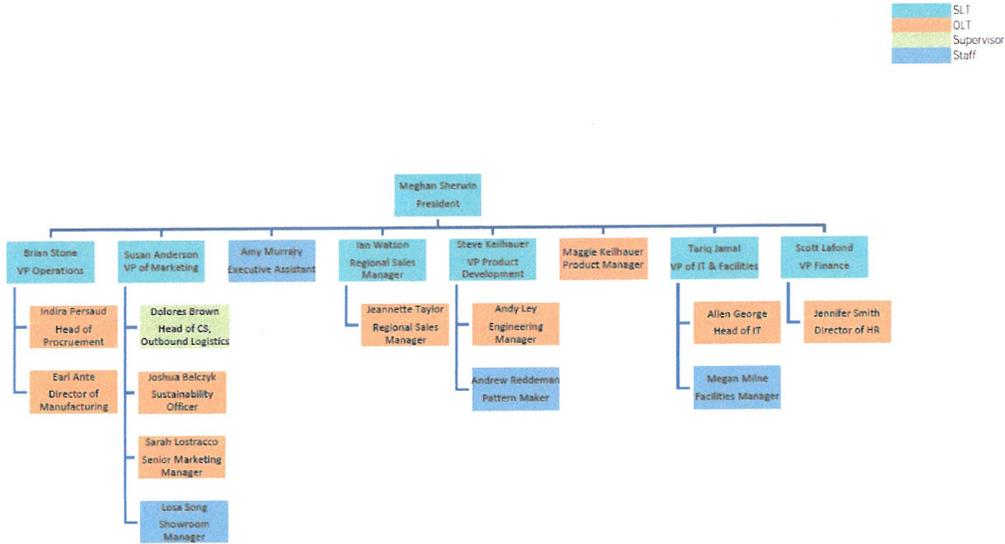
KEILHAUER

Bill S-211 Forced Labour and Child Labour in Supply Chains Act Reporting for Keilhauer

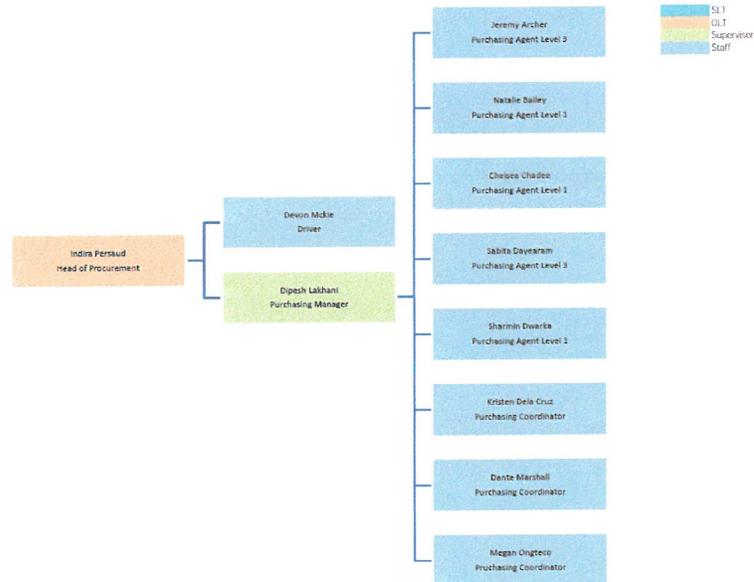
(a) Keilhauer's structure, activities and supply chains;

1) Please see below for Keilhauer Organizational structure pertaining to the supply chain.

President's Organizational Chart



Procurement Organizational Chart



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- 2) Keilhauer business activities include the manufacturing of contract seating at our facilities in Toronto, Ontario, with a focus on design and upholstery.
- 3) Our supply chain consists of components produced overseas in Europe, Asia Pacific region as well as North America. A large number of which are produced locally in Ontario. Components are shipped to our facility and housed in our warehouses ready for production by our plants.

(b) Keilhauer's policies and its due diligence processes in relation to forced labour and child labour;

Keilhauer currently has a supplier code of conduct form that 89% of our suppliers have signed. Our code of conduct form requests our suppliers to sign off on the following subsections 2.1 and 2.2

Keilhauer Code of conduct excerpt:

2.1 No Child Labour

Suppliers will not employ child labour in any of their facilities.

2.2 Employment must be Freely Chosen

Suppliers will not use forced or involuntary labour.

With regard to an internal policy – We are working on creating that policy currently. It will be complete by May 31, 2025.

(c) the parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk;

We have not started the process of identifying risks.

(d) any measures taken to remediate any forced labour or child labour;

We have not identified any instances of child or forced labour to remediate.

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- (e) any measures taken to remediate the 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 chains;**

This question is not applicable to Keilhauer as we do not have any cases of child labour or forced labour to remediate.

- (f) the training provided to employees on forced labour and child labour;**

We do not have a training program for forced labour and child labour.

- (g) How Keilhauer assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.**

We are committed to ensuring ethical practices throughout our business and supply chains, including the prevention of forced labor and child labor. While we currently do not have a formal assessment process in place, we recognize the importance of addressing these critical issues.

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May 30, 2024

Attestation of Compliance

This attestation certifies that Keilhauer upholds a high standard of ethical conduct in its business operations and supply chain. We affirm that our company doesn't engage in or support the use of child labour or forced labour in any form, whether directly or indirectly, within our organization or throughout our supply chain.

Keilhauer is committed to ensuring that all individuals involved in our operations are treated with respect and fairness. We strictly adhere to all applicable laws, regulations, and international standards pertaining to labour practices.

We expect our suppliers to promote responsible sourcing practices and ethical standards. Our supplier code of conduct explicitly prohibits the use of child labour and forced labour.

We affirm that to the best of our knowledge, Keilhauer does not use child labour or forced labour in our supply chain or business operations.

SCOTT LAFOND, CPA, CA



VP Finance