

## SCHEDULE A

### LEAFFILTER NORTH OF CANADA, INC.

#### FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

#### FISCAL YEAR 2023 REPORT

##### Introduction

This report is made in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* for LeafFilter North of Canada, Inc. (“**LeafFilter**”, “**we**” or “**us**”). The report, for the fiscal year ending December 31, 2023 (“**Fiscal 2023**”), includes steps taken to prevent and reduce risks of child labour and forced labour in our operations and supply chains.

##### Structure, Activities and Supply Chain

LeafFilter is a home improvement company focused on providing leading gutter cover systems. LeafFilter is based in Mississauga, Ontario and operates across Canada. LeafFilter employs 242 employees in Canada across 13 field office locations and 2 distribution centres.

LeafFilter imports its finished goods from its United States suppliers, including its US affiliate, who import certain pieces of raw goods from various countries, including a small percentage from China.

LeafFilter is part of a broader group of companies, known as the Leaf Home group of companies (“**Leaf Home**”). As LeafFilter is part of Leaf Home, all of Leaf Home’s procedures and policies as set out below apply to LeafFilter.

##### Steps Taken to Prevent and Reduce Risks in Fiscal 2023

LeafFilter is committed to the health, safety, and wellbeing of its employees. We strive to not only meet but exceed employee expectations as an employer of choice in the marketplace. We are committed to conduct our business with integrity and in compliance with applicable laws.

In 2023, Leaf Home:

- Conducted an internal assessment to develop an action plan for improvements to make to supply chain management;
- Conducted an assessment of existing key suppliers by connecting with them to assess their existing risk mitigation strategies;
- Developed and launched the “Leaf Home Master Vendor Contracts”. The US entity’s import contracts now include language focused on social and ethical responsibilities, health and safety requirements, and labor laws. All import suppliers are required to supply Leaf Home with the results of a 3rd party conducted social audit which must be scheduled immediately after the first Purchase Order is placed;

- Established a partnership with Bureau Veritas as a governance resource to conduct any needed social audits on behalf of Leaf Home;
- Started the framework for a supplier questionnaire, with targeted social compliance questions, as part of our vetting process for new partners; and
- Created a robust Vendor Relationship Guide, which will be launched in 2024. The Vendor Relationship Guide will include language specific to a Vendor Workplace Code of Conduct, a factory audit program, and the consequences of non-compliance.

#### Policies and Due Diligence Processes

##### Corporate Code of Conduct

LeafFilter abides by the Leaf Home [Corporate Code of Business Conduct and Ethics](#). The Code promotes and expects ethical behaviour in all aspects of our business. The applies to all LeafFilter employees, affiliates, suppliers, contractors, and associates of the Company. Failure to follow our Code can result in disciplinary action, including termination of employment. Conduct not consistent with our Code may also result in the termination of the business relationship with LeafFilter.

##### Other processes

Leaf Home has established an ESG Steering Committee to oversee and execute aspects of ESG strategy and governance including finance, legal, human capital management, and operations, including for LeafFilter.

#### **Forced Labour and Child Labour Risks**

Through Leaf Home, we have started the process of identifying risks of forced labour and child labour in our supply chain. This process has included performing a Leaf Home Assessment and Existing Supplier Assessments.

- Through the Leaf Home Assessment, we have identified that the greatest risk of child/and or forced labour are products sourced by its US affiliate suppliers from China. .

Through Leaf Home's Existing Supplier Assessments, Leaf Home has worked with the US affiliate suppliers to connect with all key suppliers to assess their existing risk mitigation strategies. The US affiliate has established that both import and domestic suppliers recognize the need for transparency in the supply chain and are willing to work on mitigation strategies in partnership with us to reduce any risks.

The internal assessment and assessment of suppliers, development of the Leaf Home Master Vendor Contracts and Vendor Relationship Guide, establishment of the partnership with Bureau Veritas, and the vetting process for new partners are steps we have taken to mitigate risks of forced labour or child labour.

#### **Remediation Measures**

LeafFilter has not identified any instances of forced labour or child labour in its activities or supply chains. For that reason, remediation measures for instances of forced labour or child labour or for loss of income to the most vulnerable families have not arisen.

We remain committed to take steps to respond and remediate in the event instances forced labour or child labour are discovered.

### **Training**

Our employees are required to take a virtual training course on our Corporate Code of Business Conduct and Ethics on an annual basis. Employees are also required to acknowledge the Code annually. However, this training does not specifically cover risks of forced or child labour.

### **Assessing Effectiveness**

We remain committed to further developing and continuously refining our policies, procedures, and programs as we learn more about the risks in our supply chain and ways to mitigate them.

This Report is approved and attested pursuant to subsection 11(4)(a) and subsection 11(5) of the *Fighting Against Forced Labour and Child Labour in Supply Chain Act*.

I have the authority to bind the LeafFilter North of Canada, Inc.

DocuSigned by:



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Name: Joseph A. Saldutti, Jr.

Title: Vice President & Secretary

Date: May 31, 2024