

## **2023 FORCED LABOUR AND CHILD LABOUR REPORT (the “Report”)**

This joint report is prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) by MCP Life Safety Holdings Inc. (“MCPLSH” and, together with its subsidiaries, “Classic”, or the “Company”, “our” or “we”) and its wholly-owned subsidiary, Classic Fire & Life Safety Inc. (“CFLS” and, together with MCPLSH, the “Reporting Entities”). Each of the Reporting Entities is incorporated pursuant to the *Business Corporations Act* (Ontario). This Report provides an overview of the measures, actions and activities undertaken by the Reporting Entities to assess, prevent and reduce the risk of forced labour or child labour in their business and supply chains. This Report applies in respect of Reporting Entities’ financial year ending December 31, 2023 and is the first report prepared by the Reporting Entities under the Act.

### **1. CORPORATE STRUCTURE, BUSINESS AND SUPPLY CHAIN**

Classic is a total fire and life safety B2B contractor, providing customized turnkey solutions for the fire protection and life safety needs for their customers, from design and installation, through to ongoing preventative maintenance and service. Our vertically integrated operations assist with design, fabrication, installation, service and maintenance of fire detection systems and fire suppression sprinklers across existing and new buildings. Classic is a member of the Canadian Fire Alarm Association (CFAA), the Canadian Automatic Sprinkler Association (CASA), the National Fire Protection Association (NFPA) and the Canadian Alarm & Security Association (CANASA). MCPLSH is a holding company within the Classic organizational chain and CFLS is Classic’s operating company.

We are committed to helping organizations enjoy a safe environment for their businesses, employees, and residents. Staffed by more than 800 professionals with branches across British Columbia, Alberta, Saskatchewan, Manitoba and Ontario, Classic is one of Canada’s fastest growing companies in the fire and life safety industry. Our operations span over all verticals, from multi-residential buildings to retail, military applications to health care, municipal and everything in between. Classic’s head office is located in Toronto, Ontario and it operates across Canada.

Classic aims to achieve transparency with its suppliers and is focused on critical issues in supply chain management, including ethical procurement and compliance with applicable laws. We have a network of domestic and international suppliers supporting our Canadian operations. These suppliers are economically diverse in terms of size. In 2023, Classic engaged with over 400 direct suppliers including with suppliers in Turkey, China, the United States and Canada. The majority of our suppliers were located in Canada. With respect to our direct supply chain, our main suppliers provide a range of goods and services to us, including fire alarms, fire suppression equipment, pipe connections, steel pipe and sprinkler heads.

### **2. POLICIES AND PROCEDURES RELATING TO FORCED LABOUR AND CHILD LABOUR**

In 2023, we worked to better understand our reporting obligations under the Act as they pertain to Classic and its supply chains. Classic fundamentally upholds ethical business principles and operates within the framework of human rights, embedding responsible business conduct into its policies and management systems. In the past year, we have gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily. We are also in the process of developing and implementing a new grievance mechanism for employees to report any suspected incidents of forced labour or child labour. In recognition of our collective responsibility to prevent and combat forced labour and child labour, we have made efforts to source goods used in our business from responsible and reputable suppliers.

In 2024, we intend to review our existing policies and procedures relating to forced labour and child labour and consider the implementation of specific policies and procedures relating to forced labour and child labour, including around due diligence of our suppliers during the procurement process to determine whether they and their supply chains are at risk of forced labour and child labour, monitoring our suppliers and other methods of reducing the risk of forced labour and child labour.

### 3. AREAS OF RISK

We continue to strengthen our policies and procedures to reduce risks associated with forced labour and child labour. We have not begun the process of formally identifying forced labour and child labour risks in our supply chain. In 2024, we intend on assessing our supply chains for risks of forced labour and child labour

### 4. REMEDIATION MEASURES

To date, we have not identified any instances of forced labour or child labour in our supply chains and no situations have arisen requiring the implementation of remediation measures, including the remediation of loss of income on impacted families.

### 5. TRAINING

In 2023, Classic did not provide formal training on forced labour and child labour to its employees.

### 6. ASSESSING EFFECTIVENESS

Classic acknowledges that forced labour and child labour are possible risks within its business and supply chains. We undertake various steps to address this risk, including periodically reviewing our policies and business practices to ensure that they reflect our commitment to implementing effective procedures to reduce the risk of modern slavery in our business and supply chains.

### 7. ATTESTATION

This Report was approved by the board of directors of MCPLSH pursuant to section 11(4)(b)(ii) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the 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.

Signed:

Signed "Zac McIsaac"

**Zac McIsaac**  
Director

I have the authority to bind MCP Life Safety Holdings Inc.

May 31, 2024