



Modern Day Slavery Act Reporting
May 27, 2024

Questions marked with an asterisk (*) are mandatory.

1. *This report is for which of the following? (Required)

- Entity: Yes
- Government institution: No

2. *Legal name of reporting entity or government institution (Required)

- MSH International (Canada) Ltd.

3. *Financial reporting year (Required)

- January 1, 2023 to December 31, 2023

4. *Is this a revised version of a report already submitted this reporting year? (Required)

- No

4.1 *If yes, identify the date the original report was submitted. (Required)

- N/A

4.2 *Describe the changes made to the original report, including by listing the questions or sections that were revised (1,500 character limit). (Required)

- N/A

5. For entities only: Business number(s) (if applicable):

- 1074066-7

6. For entities only: *Is this a joint report? (Required)

- No

6.1 *If yes, identify the legal name of each entity covered by this report. (Required)

- N/A

6.2 Identify the business number(s) of each entity covered by this report (if applicable).

- N/A

7. For entities only: *Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)

- No

7.1 *If yes, indicate the applicable law(s). Select all that apply. (Required)

- N/A



8. For entities only: *Which of the following categorizations applies to the entity? Select all that apply. (Required)

- Listed on a stock exchange in Canada: No
- Canadian business presence (select all that apply): Yes
 - Has a place of business in Canada: Yes
 - Does business in Canada: Yes
 - Has assets in Canada: Yes
- Meets size-related thresholds (select all that apply):
 - Has at least \$20 million in assets for at least one of its two most recent financial years: yes
 - Employs an average of at least 250 employees for at least one of its two most recent financial years: Fiscal year ends Dec 31st and employed 263 employees by fiscal year end.

9. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)

- Finance and insurance

10. For entities only: *In which country is the entity headquartered or principally located? (Required)

- Canada

10.1 If in Canada: *In which province or territory is the entity headquartered or principally located? (Required)

- Alberta

11. For government institutions only: *Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? (Required)

- No

11.1 *If yes, which of the following sectors or industries does the Crown corporation or subsidiary operate in? Select all that apply. (Required)

- N/A

11.2 *If yes, in which province or territory is the Crown corporation or subsidiary headquartered or principally located? (Required)

- N/A



Reporting for entities

1. ***What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply. (Required)**

- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

2. **Please provide additional information describing the steps taken (if applicable) (1,500 character limit).**

- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains: We annually review our vendors from a risk-based approach.
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily: This is handled through the HR recruitment process and we do not employ anyone under 18 years old.
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour: we have emailed vendors requesting what they do for prevention of forced labour/child labour.

3. ***Which of the following accurately describes the entity's structure? (Required)**

- Corporation

4. ***Which of the following accurately describes the entity's activities? Select all that apply. (Required)**

- Distributing goods
 - in Canada
 - outside Canada
- Importing into Canada goods produced outside Canada

5. **Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).**

- We use third party vendors to order our office supplies and IT equipment. We use third party vendors to order marketing material and we share that marketing material inside and outside of Canada with potential clients.

6. ***Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)**

- No

6.1 ***If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Required)**

- N/A



7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500 character limit).

- We embed responsible business conduct in policies and the management system through the "Code of Conduct and Professional Ethics" mandatory annual review by all employees. We have an annual vendor review from a risk based approach.

8. *Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)

- Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.

8.1 *If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)

- Tier one (direct) suppliers

9. *Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)

- Other, please specify

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).

We purchase office supplies and marketing materials through third party vendors inside and outside of Canada.

11. *Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

11.1 *If yes, which remediation measures has the entity taken? Select all that apply. (Required)

- N/A

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).

- N/A

13. *Has the entity taken any measures 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? (Required)

- Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.



14. Please provide additional information on any measures the entity has 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 (if applicable) (1,500 character limit).

- N/A

15. *Does the entity currently provide training to employees on forced labour and/or child labour? (Required)

- No

15.1 *If yes, is the training mandatory? (Required)

- No, the training is voluntary.

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).

- We do not have specific training for forced labour/ child labour, but we do embed responsible business conduct in policies and the management system through the “Code of Conduct and Professional Ethics” mandatory annual review by all employees. We have an annual vendor review from a risk-based approach which a select group of employees complete annually.

17. *Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)

- No

17.1 *If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)

- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).

- We do not have specific methods for measurement of effectiveness for forced labour/ child labour, but we do embed responsible business conduct in policies and the management system through the “Code of Conduct and Professional Ethics” mandatory annual review by all employees. We have an annual vendor review from a risk-based approach which a select group of employees complete annually. We ask vendors if they are compliant with MDSA.



MSH International (Canada) Ltd.
150 King St. West, Suite 602
P.O. Box 75
Toronto, ON M5H 1J9

Date: May 27, 2024

Re: Letter of Attestation

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 entity 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.

- Full name: Pamela Kwiatkowski
- Title: Board of Director
- Date: May 27, 2024
- I have the authority to bind 'MSH International (Canada) Ltd.'

X

A handwritten signature in black ink, appearing to be 'P. Kwiatkowski', written over a horizontal line.

Pamela Kwiatkowski
Board of Director