



MARITIME

MARINE SUPPLY

MARITIME MARINE SUPPLY 2023 MODERN SLAVERY STATEMENT

Introduction

This statement sets out Maritime Marine Supply's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no forced or child labour in its own business and its supply chains. This statement relates to actions and activities during the year ended December 31, 2023.

As part of the marine industry, the Company recognizes that it has a responsibility to take a robust approach to forced and child labour.

The Company is absolutely committed to preventing forced and child labour in its corporate activities, and to ensuring that its supply chains are free from forced and child labour. The Company conducts its operations ethically in terms of all business dealings and relationships.

1. Corporation, activities and supply chains

This statement covers the activities of Maritime Marine Supply:

- Maritime Marine is a prominent provider of marine parts and accessories to the commercial and recreational marine sector in Canada. The Company sources its' product lines from reputable manufacturers and suppliers throughout Canada and the United States, as well as a few in Europe and China. Maritime Marine obtains a variety of goods from global suppliers. The aim is always to maintain a competitive, reliable and sustainable supply chain. In dealing with suppliers, Maritime Marine endeavours to always act in an ethical and socially responsible manner.
- Maritime Marine is a wholesale distributor, supplying marine dealers and boat builders, primarily throughout Atlantic Canada, but also in other parts of Canada as well as along the Eastern Seaboard of the United States.

Countries/regions of operation and supply

- *Operation: Canada*
- *Supply:*
 - *Canada*
 - *United States*
 - *China*
 - *Norway*
 - *France*
 - *Italy*
 - *Sweden*
 - *Denmark*
 - *Great Britain*
 - *New Zealand*
 - *The Netherlands*



The Company currently operates in the following countries/regions:

- Maritime Marine Supply operates in Canada. The Company owns and operates two office/warehouse buildings, one in PEI and one in Nova Scotia.

2. Policies and due diligence processes in relation to forced labour and child labour

a. Policies: The Company operates the following policies that do not directly describe an approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations, but summarizes the policies, procedures, benefits, and expectations of employment with the Company and is compliant with the PEI Employment Standards Act and Human Rights Act, and the NS Labour Standards Code and Human Rights Act.

- **Whistleblowing policy** The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Company. While this policy is currently informal, the Company is working on improving formal policies to encompass a broader range of issues. This will include any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure will be designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct** The Company's code makes clear to employees the actions and behaviour expected of them when representing the Company.
- **Supplier code of conduct** The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics. Although we did not have a supplier code of conduct in place during the reporting period, Maritime Marine intends to develop a supplier code of conduct, that will be accompanied with a Supplier Questionnaire, where suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The Company will work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.

b. Due diligence processes:

The Company undertakes informal due diligence when considering taking on new suppliers and maintains close relationships with its existing suppliers. The Company only works with reputable suppliers and manufacturers and feels there is minimal direct risk of unethical behaviour regarding modern slavery or forced labour. Maritime Marine acknowledges the possibility of risk further up the supply chain, particularly in the sourcing of raw materials within the manufacturers' supply chains. The Supplier Code of Conduct that the Company intends to develop, as well as the Supplier Questionnaire, will address these risks to encourage transparency and ethical behaviour within the supply chain.



The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk

While Maritime Marine can say with 100% certainty that there is no risk of modern slavery or forced labour within the Company itself, the Company did not conduct a supply chain risk assessment related to forced or child labour during the reporting period. Maritime Marine intends to develop a risk analysis to assess whether or not particular activities or countries are high risk in relation to slavery or human trafficking within its supply chain.

Risk management

Maritime Marine did not conduct a supply chain risk assessment during the period, and, therefore, has not yet identified any areas that it would consider to be higher risk. Our current risk management process is noted in the policies and due diligence processes listed above.

Any measures taken to remediate any forced labour or child labour

During the year ended December 31, 2023, the Company did not identify any instances of forced or child labour within the Company or its supply chains.

Any measures taken to remediate 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

During the year ended December 31, 2023, the Company did not identify any instances of forced or child labour within the Company or its supply chains.

The training provided to employees on forced labour and child labour

The Company does not currently have any formal training specifically related to forced labour or child labour. The Company intends to design and implement training for management and the purchasing department in 2024, to ensure those in communication with, and those who have business relationships with, the Company's suppliers are aware of, and have the tools to identify signs of forced or child labour within their dealings.

How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

Although the Company did not have any formal processes in place to assess its effectiveness in ensuring that forced and child labour are not being used in its supply chains, management intends to develop formal assessment procedures in 2024. The Company consists of a total of 53 employees, between NS and PEI, who work closely with one another and can assert that there is no forced or child labour within its own business activities.



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Approval

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 or 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.

“I have the authority to bind Maritime Marine Supply Limited”

Ron Savidant
President
May 31, 2024