



## Bill S-211 The Fighting Against Forced Labour and Child Labour In Supply Chains Act

Medike International Inc supports the initiative by the Canadian Government to identify and address the risks associated with forced labour and child labour in the supply chain world wide.

This report is for the 2023 fiscal year, which ended in November 2023.

### Corporate Structure:

Medike International Inc. was established in 2011. The Company is a consolidated holding Company, which has Companies world wide.

Medike International has the following Companies with their head office noted.

Medike Landes Inc. based in Ontario Canada manufactures products for the worlds leading apparel Companies.

Medike Landes Hong Kong and Landes Hong Kong both manufacture in Hong Kong and distributes product to Asian customers.

Medike Landes Lederwarenfabrik GmbH is based in Isny Im Allgau Germany, manufactures products and distributes items primarily for the leading European Brands and stores.

Landes Mexico is a manufacturing plant based in Aguascalientes Mexico.

Landes Bangladesh is a manufacturing plant based in Dhaka.

Walters Co and Medike LLC are American Corporations that do not manufacture.

Checker Limited is a UK based distributor of items for the retail market.

## Supply Chain

The Supply chain for the above consolidated Companies is over 400 individual Companies. We purchase products around the world. Our main suppliers are based in 10 Countries worldwide.

Our major Asian suppliers, both by volume and dollar purchases, are visited by our Team or they visit our offices annually. Labour practices are observed and discussed. We do ask for independent audits or at the very least an attestation that they meet the requirements of Bill S-211. As we continue to develop plans to ensure Bill S-211 is continually met we will take additional steps to recognize this important objective.

### Supply chain risk assessment and remediation:

The risks to our supply chain regarding Child labour and forced labour are recognized within the Medike International Group of Companies. Our purchasing involves suppliers from locations worldwide that have different views on labour standards than some of the Industrialized nations in which we are based. We endeavour to only use suppliers with a reputation and proven success for the avoidance of use of forced labour and child labour.

As we review our supply chain, we ask Suppliers for certificates from independent bodies that recognize the importance of proper social compliance and human labour practices. Our major suppliers have either shown a certificate from an International Agency such as BSCI or acknowledged in writing that they do not use Child labour or Forced labour in the production of our products.

### Supplier remediation

If in our visits and meetings with suppliers, labour issues are identified we will work with the supplier to rectify the situation. Our aim is that no labour violations take place. We recognize individuals have the right to make a living and that if we discontinue business that could hurt employees in the offending Company.

### Internal audits of Medike International

Medike International locations are visited periodically by customers' testing agencies to ensure that we meet various codes of conduct regarding forced labour and child labour amongst other social compliance issues. We have a combination of independent testing such as BSCI and a number visits from major brands independent Compliance audits. Our factories all respect human rights, with no child labour or forced labour issues.

### Training

Our General Managers and people who place purchase orders have all been trained in the practice of ensuring that we avoid the purchasing of product from those suppliers that can not show or are unwilling to acknowledge that they do not use Forced or Child Labour.

We have done internal training with our Group and we will update / reconfirm that training every six months in the future.

### Policy effectiveness Assessment

All of our major suppliers by volume and dollar purchases are aware of our support for Bill S-211.

We have reached out to all of our domestic and foreign material suppliers to ensure that they understand our position related to the Fight Against Child Labour and Forced labour.

### Attestation

See following page

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.

Jonathan Harris

President

May 27, 2024



Jonathan Harris, I have the authority to bind Medike International Inc.