

**Metropolitan Wire (Canada) Ltd.**

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## **FORCED LABOUR AND CHILD LABOUR IN CANADIAN SUPPLY CHAINS REPORT FOR FISCAL 2023**

**Metropolitan Wire Canada Ltd.** (herein referred to as “Metro”) is committed to acting ethically and with integrity in all our business relationships and takes a zero tolerance approach to forced labour and child labour. This Statement has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “**Act**”) with respect to the period beginning September 1, 2022 and ending August 31, 2023 (“**Fiscal 2023**”). This Statement sets out the steps that Metro has taken during Fiscal 2023 to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods by Metro or of goods imported into Canada by Metro.

We expect our suppliers, and their supply chains, to take all reasonable and practical steps to comply with the Act. We also expect our suppliers, and their supply chains, to engage in good employment practices and to comply with all relevant legislation and regulations in the countries in which they operate. This statement covers the provision of goods and services provided from our offices in Canada.

### **Our Structure, Activities and Supply Chains**

Metropolitan Wire Canada Ltd. and its corporate parent, Ali Group North America, are global leaders in manufacturing and distributing commercial foodservice equipment and systems for professional applications. Metropolitan Wire Canada Ltd. offers best-in-class, shelving and storage solutions. With a global reach of operations and a global span of supply chains, we source our raw materials and semi-finished goods by careful selection and spot audits of our supply partners.

In total, we procure goods and services from approximately 300 suppliers worldwide, with the majority of our suppliers being located in the United States of America.

## **Measures that we have taken to identify and mitigate risks**

We expect third parties with which we work to adhere to business principles and values similar to our own and to comply with all applicable laws and regulations. Before making any commitments towards third parties, we take steps to appropriately evaluate the relationship and mitigate any associated risks by carrying out risk-based due diligence and checks.

We acknowledge that employees working in our supply chain are at potential risk of forced labour or child labour. To mitigate this risk, we follow a due diligence approach that includes the following steps:

- Our supply agreements include provisions that require our suppliers to comply with the laws of the jurisdictions in which they operate as well as provisions that preclude the use of child labour and/or forced labour in the manufacture and production of any of the goods we purchase from our suppliers.
- All of our suppliers receive a “supplier code of conduct” which details the expectations we have for the behavior of all suppliers in regard to ethics, human rights, labour and the environment. The code of conduct specifically calls out the prohibition of any forced or child labour.
- We perform periodic supplier visits so that we can assess our suppliers’ capabilities and compliance with our agreements, policies and expectations. Our supplier visits provide us with the opportunity to determine whether, both in spirit and in letter, our suppliers are honouring our standards and beliefs of safe, sustainable and ethical manufacture and sourcing. A critical part of this auditing is to confirm that our suppliers and partners meet acceptable employment standards in the conduct of their activities.
- Accompanying each audit is a physical document that is not exclusive to any one particular area of business, but covers manufacturing, engineering, health and safety, along with ethical trading. The continuous process of auditing our suppliers allows us to carry out risk assessments and to reveal areas of concern.

### **Further steps to prevent Forced Labour in our business.**

Recognising the complex nature of modern supply chains and continual changing business needs, we will continue to review all policies and ensure that we take a proactive approach to policy change and development. After these reviews, changes and modifications will be communicated to all parties seeking their support and buy in.

As part of the measurement of the effectiveness of the forced labour policy, we will continually review the following performance measures:

- Actions and changes to our supplier audit process
- Identification of suppliers and regions where there may be potential risk
- Investigations and actions whereby risk and deviation from our policy exists
- Staff training levels

### **Remediation Measures**

As we did not identify any incident of child labour or forced labour in our activities or supply chains in Fiscal 2023, we did not need to take any measures to remediate an incident of modern slavery.

### **Internal training**

As part of our ongoing training and development plan, we ensure that our employees are made aware of our policies and informed on any changes that may affect them as they occur. We have in place whistleblowing procedures; robust communication lines and a culture of sharing information aimed to ensure that any breach of policy can be quickly and robustly reported without fear of recriminations by any person.

**Our progress and effectiveness**

As part of our governance processes, we monitor compliance with our policies on an ongoing basis. We also review any concerns raised through our whistleblower policy and other informal mechanisms of employee feedback. To date no significant concerns or complaints have been identified.

We also assess the effectiveness of our policies by:

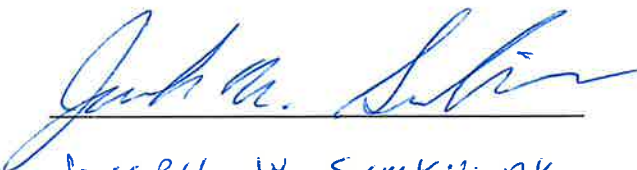
- o Setting up a regular review or audit of the organization’s policies and procedures related to forced labour and child labour.
- o Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators.

**Statement**

This Statement sets out the steps we have taken and are continuing to take to ensure that forced labour and child labour is not taking place in any part of our Canadian business or supply chains. This Statement is also available on our company website at [www.Metro.com](http://www.Metro.com)

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Statement for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I make the above statement in my capacity as a director of the board of directors of Metropolitan Wire Corporation Ltd.

Signature   
Full name JOSEPH W. SIMKULEK  
Title CFO  
Date 5/29/24

I have the authority to bind Metropolitan Wire Corporation Ltd.