



## 2023 Report on Forced Labour and Child Labour

This Report address the period from August 1, 2022 to July 31, 2023 and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the "Act"). This Report is made on behalf of Midland Appliance Ltd. ("Midland").

### 1. Introduction

Midland acknowledges our responsibility to combat forced and child labour and is committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

### 2. Our Business

Midland operates as a retailer of household appliances, serving customers in British Columbia, Canada. We strive to provide high-quality products while adhering to ethical standards in our operations.

### 3. Our Supply Chains

Midland's supply chain involves sourcing appliances from various manufacturers and distributors, both domestically and internationally. We strive to maintain relationships with suppliers who adhere to ethical labor practices.

### 4. Our Policies

Midland expects each of its employees to comply with all applicable laws. Midland is also committed to promoting honesty and integrity and maintaining the highest standards of ethical conduct in all of its operations. Midland's reputation is founded on the personal integrity of its employees. Midland's success is dependent on establishing and maintaining trusting relationships, which are built on this foundation of integrity.

As a representative of Midland, each employee occupies a position of trust in his or her interactions with customers, suppliers, other employees, and government authorities.

Midland is committed to operating within the framework of all applicable laws, rules, regulations and orders. To ensure Midland's compliance with applicable laws, all employees should take reasonable steps to familiarize themselves with the legal framework affecting their corporate duties and ensure that their conduct is compliant.

Employees must promptly report all violations of applicable laws. An employee who breaches any applicable laws, or observes such a breach, must immediately report it to his or her immediate supervisor. Midland will protect from retribution or retaliation any employee who, in good faith,



reports actual or perceived breaches of any applicable laws by other employees or problems with Midland's policies, procedures or practices.

#### 5. Assessing Our Risk

No formal assessment of the risk of forced labour and child labour in our supply chain was conducted between August 1, 2022, and July 31, 2023. We intend to undertake this assessment in the year.

#### 6. Our Commitments to Ethical Practices

All employees are required to read and sign that they understand the Midland Employee Handbook when they join Midland, which includes Midland's Policies on corporate responsibility.

Specific assessments, awareness and training on the issues surrounding forced labour and child labour in the supply chain has not been established at Midland.

#### 7. Our Plans for 2024

Midland plans to assess for the risk of forced labour and child labour in its activities and supply chains by mapping its activities and supply chains. Midland plans to then conduct an internal assessment of the risks identified.

As Midland grows in its understanding of these risks, we are committed to combatting forced and child labour and acting ethically and with integrity and transparency.

#### 8. Approval & Signature/Attestation

This report was approved by Midland's management team on May 28, 2024 and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at [www.midlandappliance.com](http://www.midlandappliance.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 Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

*Lee Methot*

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Lee Methot, President & CEO

Signed on May 28, 2024