Miller & Smith

33 Connell Court, Toronto, Ontario, Canada. M8Z 1E8

May 29, 2024

As of January 1, 2024, Miller & Smith has done the following to combat forced and child labour:

- Implemented a policy for forced and child labour on our Policy Wall for employees to review
- Implemented a Supplier Code of Conduct questionnaire for our suppliers to complete and to submit documentation addressing our concerns regarding forced and child labour.
- Upon reviewing the Supplier Code of Conduct questionnaires we were not able to identify any areas of risk or concern with respect to forced and child labour at this time. We will continue to monitor our suppliers.
- We will request the Supplier Code of Conduct questionnaires to be completed annually by all suppliers and monitor for any changes in employment policy.
- Within the next 5 years we will attempt to visit all of our suppliers and review the employment policies.

08/15/24.

TERRY SPINA

PRESIDENT