



# Forced Labor in Canadian Supply Chains

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**Municipal Emergency Services**  
12 Turnberry Lane, Sandy Hook, CT USA 06482

May 15, 2024

**Corporate entity:** Municipal Emergency Services, Inc.

**Corporate HQ:** 12 Turnberry Lane  
Sandy Hook, CT USA 06482

**Legal name:** Municipal Emergency Services, Inc.

**Entity structure:** Corporation

**Financial reporting period:** January 1, 2023 – December 31, 2023

**Revision number:** Initial submission

**Canadian entity:** MES Canada, Inc.

**Canadian address:** 2100 – 181 University Ave  
Toronto, Ontario, Canada M5H 3M7

**Business number:** 761284108

**Joint report:** No

**Reporting jurisdictions:** Entity is compliant with California's *Transparency in Supply Chains Act*

**Entity categorizations:**

- Entity has a place of business in Canada
- Entity does business in Canada
- Entity has assets in Canada
- Entity has at least \$20 million in assets for one of its two most recent financial years
- Entity has generated at least \$40 million in revenue for at least one of two of its most recent financial years
- Entity employs an average of at least 250 employees for at least of its two most recent financial years

**Primary industry classification:**

Distributor

**Entity's activities:**

- Selling goods in Canada and outside Canada
- Distributing goods in Canada and outside Canada
- Importing into Canada goods produced outside Canada
- Controlling an entity importing into Canada goods produced outside Canada

**Country HQ & principal location:**

United States of America

**Steps taken during the previous financial year to prevent and reduce the risk that forced labor or child labor is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada:**

- Policy that requires all suppliers to comply with Municipal Emergency Services **Supplier Code of Conduct**, which in turn necessitates that all suppliers of Municipal Emergency Services have standards in place to monitor and enforce accountability throughout their entire supply chain to meet or exceed the principles defined in the **Supplier Code of Conduct**, including programs to prevent and report violations of labor rights, including but not limited to child labor, involuntary labor, human trafficking, and slavery.
- Established a process requiring all new suppliers of Municipal Emergency Services to attest on behalf of their company their understanding of, and ability to comply with the requirements in the Municipal Emergency Services **Supplier Code of Conduct** or provide a copy of their own Supplier Code of Conduct to confirm that they have standards in place that meet or exceed our requirements.
- Include language in our bid responses and contractual clauses to comply with the requirements of the *California Transparency in Supply Chains Act*.
- Posted Municipal Emergency Services **Supplier Code of Conduct** on company websites (mesfire.com; lawmen.com; mesuniforms.com; revolveair.com).
- Posted company **Supplier Code of Conduct** in compliance with the *California Transparency in Supply Chains Act* on company websites (mesfire.com; lawmen.com; mesuniforms.com; revolveair.com).

**Policy related to forced labor:**

Municipal Emergency Services **Supplier Code of Conduct**

**Supply chain due diligence & remediation:**

- Embedding responsible business conduct into policies
- Entity has not started the process of identifying which parts of its activities or supply chains carry a risk of forced labor or child labor being used
- Entity has not identified forced labor or child labor risks in its activities and supply chains related to any specific sectors or industries
- Entity has not taken measures to remediate forced labor or child labor in its activities and supply chains
- Entity has not taken measures to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labor or child labor
- Entity does not have policies and procedures in place to assess the effectiveness in ensuring that forced labor and child labor are not being used in its activities and supply chains

**Internal remediation:**

- Entity has a reporting system entitled the “we hear you” helpline, which is available to all employees of the entity to anonymously and/or confidentially report issues or concerns, including those related to concerns of forced or child labor
- Entity does not provide training to employees on forced labor and/or child labor

**Attestation:**

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.

**Full Name:** Thomas X. Hubregsen

**Title:** Chief Executive Officer

**Date:** May 16, 2024

**Signature:**  I have the authority to bind Municipal Emergency Services