

Fighting Against Forced Labour and Child Labour in Supply Chains 2024 Annual Report

This report is prepared by N. Tepperman Limited (Tepperman's) pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and outlines our steps taken over our past fiscal year to help prevent and reduce the risk that forced labour or child labour was used in goods produced in Canada or imported into Canada for the purpose of selling through Tepperman's channels.

About Tepperman's

For nearly 100 years, people like you have trusted us to bring you the best fashions, values, and brand names in Furniture, Mattresses, Appliances, and Electronics at prices you will love. We are a family-owned retail business with 7 retail locations across Ontario. We sell and deliver products either produced in Canada or imported into Canada and we do not control any entities engaged in producing, selling or importing goods into Canada.

Supply Chains

Tepperman's strives to work with suppliers of goods and services who share our commitment to social, ethical and environmental responsibility. Our main suppliers provide a range of goods and services which include: inventory goods purchased for resale, parts inventory for servicing goods sold, construction and maintenance, delivery services, transportation services, and information technology products and services.

Our Policies and Due Diligence

As part of our commitment to partner with responsible suppliers, we implemented a Vendor Code of Conduct in 2021, which outlines our minimum standard expectations and obligations for our Vendors and specifically includes that we will not accept any product from vendors that may be associated with forced or child labour. The code is reviewed on a periodic basis to ensure it continues to meet our expectations. Tepperman's has implemented a risk based approach in our supply chain to identify inventory vendors from which we purchase goods that are imported from outside of Canada. However, all inventory vendors have, and must, accept our Vendor Code of Conduct policy (or provide an acceptable policy in lieu of ours) in order for us to accept their goods. We have implemented a purchasing program requiring assessment of all our vendors to ensure that they meet our minimum requirements which includes requiring vendors to acknowledge compliance with our Code of Conduct as part of our contractual agreements. All of our inventory vendors have acknowledged this requirement.

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We continue to assess our current risks and compliance program to identify opportunities to reduce and mitigate risks. Over the past fiscal year, there have been no known cases of using forced labour or child labour in our activities and supply chains, and therefore, no measures have been required to mitigate forced labour, child labour or any associated losses. In addition, our employees are provided mandatory training in making contractual arrangements and purchasing decisions including understanding of our policies and procedures.

Prior to the creation of the Act, we embarked on the journey to engage with our vendors and hold them accountable to prevent forced or child labour in our activities and supply chains. We will continue to follow these same high standards going forward and will reengage all existing vendors to ensure that their practices have not changed.

Lastly, we will continue to include the code of conduct in the evaluation of our vendor partners that we work with and also continue to work with our advisory partners to strengthen our compliance program.

Approval and 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.

Darryl Burgess
VP, Risk Management and CFO
May 31, 2024

Darryl Burgess

I have the authority to bind N. Tepperman Limited
