

NANUK

Nanuk Gear Protection inc. / 1071234-5

Compliance Report for Bill S-211 for the financial year ending December 31st, 2023.

Introduction:

At Nanuk Gear Protection inc., we are committed to high standards of ethical behaviour and social responsibility. This report is prepared in compliance with Bill S-211, the Fighting Against Forced Labour and Child Labour in Supply Chains Act. The report outlines the approach and initiatives by Nanuk Gear Protection inc. to identify and address the risks forced labour and child labour in its supply chain during the financial year commencing January 1st, 2023, and ending December 31st, 2023.

Group Structure

Plasticase inc. changed its corporate name to Nanuk Gear Protection inc. on May 10, 2024. Nanuk Gear Protection inc. headquarter is at 1059 Des Entreprises Boul., Terrebonne, QC, Canada, J6Y1V2. Nanuk, design, engineer and manufacture high quality injected molding cases and other products to protect, organize and mobilize valuable gear. NANUK has a corporate office in Terrebonne, Canada. There are 2 subsidiaries:

- Plasticase USA, 2915 Ogletown road, Newark, Delaware, 19713, USA
- Nanuk EU BV, Burgemeester J.G. Legroweg 96, 9761 TD Eelde, Netherlands

Our vision is to be a World-Renowned gear protection brand committed to always find a better way for our people, our users and the world. Our core values are:

- *Celebrate the power of people.*
- *Lead in a sustainable and inclusive way.*
- *Engage and connect to deliver results.*
- *Deliver excellence in innovation and quality.*
- *Dream big.*

We are proud to be certified “Employeur Remarquable” by the “Bureau de Normalisation du Québec” (BNQ). “Employeur Remarquable” is based on a rigorous employee survey that assess 69 practices defining an employer of choice.

Supply Chain Overview

Nanuk distributes products in 60 countries around the world through a diverse omni-channel strategy including commercial, wholesale and direct to customer channels. Our primary assembly and distribution center is operated by our team at the headquarter situated in Terrebonne, QC, Canada. A secondary site is operated by our team in Netherlands. We partner with multiple manufacturers around the world including Canada, China, Vietnam, South-Korea and United States. The goods imported are assembly parts and accessories for cases, and backpacks.

- In 2023, Nanuk purchased from 52 suppliers.
- The top 10 suppliers represented 90% of purchases.
- 72% of purchases are from Canadian suppliers, 28% from other countries.

Risks in our supply chain:

The vulnerable areas that have been identified to assess in priority are the manufacturing in remote countries such as China and Vietnam and the onboarding of new suppliers.

Actions Taken in 2023

- Conducting employee’s survey “Employeur-Remarquable” certified by the Bureau of Normalisation du Québec (BNQ) at our main site in Canada.
- Developing our ESG strategic Plan including social and economical aspects with the support of an external firm - COESIO.

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- Mapping of tier 1 suppliers and engaging with them to start reviewing their self assessments and compliance audits.
- Starting a life cycle analysis to be completed in 2024.
- Visiting and reviewing documentation of new supplier in Vietnam onboarded in 2023.

Priorities for 2024

- Finalize our code of conduct to be signed by all tier 1 suppliers by the end of 2024 and Include company's position statements on human rights/labour and requirement to eliminate any forced labor or child labor on all our purchase orders.
- Request external audits from vendors outside of North America.
- Implement an onboarding process for new suppliers including a formal audit on the risk of forced labor or child labor.
- Conduct training to employees in the procurement team on our policies, code of conduct and risks of forced labour or child labour within our supply chain.

Remediation

If non-conformities are detected, suppliers will be requested to submit their action plan and show progress via an external audit within 12 months.

Training

Training will be implemented for procurement teams in 2024.

Effectiveness Assessment

Performance indicators will be implemented in 2024 to measure the progress on our commitment to fight against forced labour and child labour within supply chain.

- Number of suppliers audited by external monitoring partners.
- % of tier 1 suppliers with code of conduct signed.
- % of Nanuk Gear Protection Inc. supply chain employees trained on risks of forced labour and child labour within supply chains.

Sign off.

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 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: JOSÉ CHAGNON

Title: President and CEO

Date: 2023-12-31

Signature:

