



ANNUAL REPORT January 1, 2023 to December 31, 2023

Question	Response
<p>1. What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity?</p> <p>Select all that apply</p>	<ul style="list-style-type: none"><input type="checkbox"/> Mapping activities<input type="checkbox"/> Mapping supply chains<input checked="" type="checkbox"/> Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains<input type="checkbox"/> Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains<input type="checkbox"/> Developing and implementing an action plan for addressing forced labour and/or child labour<input checked="" type="checkbox"/> Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily<input checked="" type="checkbox"/> Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour<input checked="" type="checkbox"/> Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains<input type="checkbox"/> Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour<input type="checkbox"/> Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains<input checked="" type="checkbox"/> Developing and implementing child protection policies and processes<input type="checkbox"/> Developing and implementing anti-forced labour and/or -child labour contractual clauses<input type="checkbox"/> Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists<input type="checkbox"/> Auditing suppliers<input type="checkbox"/> Monitoring suppliers<input checked="" type="checkbox"/> Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour<input checked="" type="checkbox"/> Developing and implementing grievance mechanisms<input checked="" type="checkbox"/> Developing and implementing training and awareness materials on forced labour and/or child labour<input type="checkbox"/> Developing and implementing procedures to track performance in addressing forced labour and/or child labour



ANNUAL REPORT January 1, 2023 to December 31, 2023

	<ul style="list-style-type: none"><input type="checkbox"/> Engaging with supply chain partners on the issue of addressing forced labour and/or child labour<input type="checkbox"/> Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour<input type="checkbox"/> Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks<input type="checkbox"/> Information not available for this reporting period<input type="checkbox"/> Other, please specify: _____
<p>2. Please provide additional information describing the steps taken</p> <p><i>1,500 character limit</i></p>	
<p>3. Which of the following accurately describes the entity's structure</p>	<ul style="list-style-type: none"><input checked="" type="checkbox"/> Corporation<input type="checkbox"/> Trust<input type="checkbox"/> Partnership<input type="checkbox"/> Other unincorporated organization
<p>4. Which of the following accurately describes the entity's activities?</p> <p><i>Select all that apply</i></p>	<ul style="list-style-type: none"><input checked="" type="checkbox"/> Producing goods (including manufacturing, extracting, growing and processing)<ul style="list-style-type: none"><input type="checkbox"/> in Canada<input checked="" type="checkbox"/> outside Canada<input checked="" type="checkbox"/> Selling goods<ul style="list-style-type: none"><input checked="" type="checkbox"/> in Canada<input checked="" type="checkbox"/> outside Canada<input type="checkbox"/> Distributing goods<ul style="list-style-type: none"><input type="checkbox"/> in Canada<input type="checkbox"/> outside Canada<input type="checkbox"/> Importing into Canada goods produced outside Canada<input type="checkbox"/> Controlling an entity engaged in producing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada



ANNUAL REPORT January 1, 2023 to December 31, 2023

<p>5. Please provide additional information on the entity's structure, activities and supply chains</p> <p><i>1,500 character limit</i></p>	<p>Purchasing is done through approved manufacturer distributors and brokers to ensure genuine quality products / parts and eliminate fake / copycat products, due to the nature of our business.</p>
<p>6. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>6.1. If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour?</p> <p><i>Select all that apply</i></p>	<p><input checked="" type="checkbox"/> Embedding responsible business conduct into policies and management systems</p> <p><input type="checkbox"/> Identifying and assessing adverse impacts in operations, supply chains and business relationships</p> <p><input checked="" type="checkbox"/> Ceasing, preventing or mitigating adverse impacts</p> <p><input type="checkbox"/> Tracking implementation and results</p> <p><input type="checkbox"/> Communicating how impacts are addressed</p> <p><input checked="" type="checkbox"/> Providing for or cooperating in remediation when appropriate</p>
<p>7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour</p> <p><i>1,500 character limit</i></p>	<p>Purchasing is done through approved manufacturer distributors and brokers to ensure genuine quality products / parts and eliminate fake / copycat products, due to the nature of our business.</p>
<p>8. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?</p>	<p><input type="checkbox"/> Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.</p> <p><input checked="" type="checkbox"/> Yes, we have started the process of identifying risks, but there are still gaps in our assessments.</p> <p><input type="checkbox"/> No, we have not started the process of identifying risks.</p>



ANNUAL REPORT January 1, 2023 to December 31, 2023

<p>8.1. If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains?</p> <p><i>Select all that apply</i></p>	<ul style="list-style-type: none"><input type="checkbox"/> The sector or industry it operates in<input type="checkbox"/> The types of products it produces, purchases or distributes<input type="checkbox"/> The locations of its activities, operations or factories<input type="checkbox"/> The types of products it sources<input type="checkbox"/> The raw materials or commodities used in its supply chains<input type="checkbox"/> Tier one (direct) suppliers<input type="checkbox"/> Tier two suppliers<input type="checkbox"/> Tier three suppliers<input type="checkbox"/> Suppliers further down the supply chain than tier three<input type="checkbox"/> The use of outsourced, contracted or subcontracted labour<input type="checkbox"/> The use of migrant labour<input type="checkbox"/> The use of forced labour<input type="checkbox"/> The use of child labour<input checked="" type="checkbox"/> None of the above<input type="checkbox"/> Other, please specify: _____
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ANNUAL REPORT January 1, 2023 to December 31, 2023

<p>9. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?</p> <p><i>Select all that apply</i></p>	<ul style="list-style-type: none"><input type="checkbox"/> Agriculture, forestry, fishing and hunting<input type="checkbox"/> Mining, quarrying, and oil and gas extraction<input type="checkbox"/> Utilities<input type="checkbox"/> Construction<input type="checkbox"/> Manufacturing<input type="checkbox"/> Wholesale trade<input type="checkbox"/> Retail trade<input type="checkbox"/> Transportation and warehousing<input type="checkbox"/> Information and cultural industries<input type="checkbox"/> Finance and insurance<input type="checkbox"/> Real estate and rental and leasing<input type="checkbox"/> Professional, scientific and technical services<input type="checkbox"/> Management of companies and enterprises<input type="checkbox"/> Administrative and support, waste management and remediation services<input type="checkbox"/> Educational services<input type="checkbox"/> Health care and social assistance<input type="checkbox"/> Arts, entertainment and recreation<input type="checkbox"/> Accommodation and food services<input type="checkbox"/> Other services (except public administration)<input type="checkbox"/> Public administration<input checked="" type="checkbox"/> None of the above<input type="checkbox"/> Other, please specify: _____
<p>10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk</p> <p><i>1,500 character limit</i></p>	



ANNUAL REPORT January 1, 2023 to December 31, 2023

<p>11. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?</p>	<p><input type="checkbox"/> Yes, we have taken remediation measures and will continue to identify and address any gaps in our response.</p> <p><input type="checkbox"/> Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.</p> <p><input type="checkbox"/> No, we have not taken any remediation measures.</p> <p><input checked="" type="checkbox"/> Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.</p>
<p>11.1. If yes, which remediation measures has the entity taken? Select all that apply</p>	<p><input type="checkbox"/> Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support</p> <p><input type="checkbox"/> Compensation for victims of forced labour or child labour and/or their families</p> <p><input type="checkbox"/> Actions to prevent forced labour or child labour and associated harms from reoccurring</p> <p><input type="checkbox"/> Grievance mechanisms</p> <p><input type="checkbox"/> Formal apologies</p> <p><input type="checkbox"/> Other, please specify: _____</p>
<p>12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour <i>1,500 character limit</i></p>	
<p>13. Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?</p>	<p><input type="checkbox"/> Yes, we have taken substantial remediation measures and will continue to identify and address any gaps in our response.</p> <p><input type="checkbox"/> Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.</p> <p><input type="checkbox"/> No, we have not taken any remediation measures.</p> <p><input checked="" type="checkbox"/> Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.</p>



ANNUAL REPORT January 1, 2023 to December 31, 2023

<p>14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains</p> <p><i>1,500 character limit</i></p>	
<p>15. Does the entity currently provide training to employees on forced labour and/or child labour?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>15.1. If yes, is the training mandatory?</p>	<p><input type="checkbox"/> Yes, the training is mandatory for all employees</p> <p><input type="checkbox"/> Yes, the training is mandatory for employees making contracting or purchasing decisions.</p> <p><input type="checkbox"/> Yes, the training is mandatory for some employees.</p> <p><input type="checkbox"/> No, the training is voluntary.</p>
<p>16. Please provide additional information on the training the entity provides to employees on forced labour and child labour</p> <p><i>1,500 character limit</i></p>	
<p>17. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>



ANNUAL REPORT January 1, 2023 to December 31, 2023

<p>17.1. If yes, what method does the entity use to assess its effectiveness?</p> <p>Select all that apply</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour <input type="checkbox"/> Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and -child labour clauses <input type="checkbox"/> Partnering with an external organization to conduct an independent review or audit of the organization's actions <input type="checkbox"/> Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators <input checked="" type="checkbox"/> Other, please specify: _____
<p>18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains</p> <p>1,500 character limit</p>	<p>Purchasing is done through approved manufacturer distributors and brokers to ensure genuine quality products / parts and eliminate fake / copycat products, due to the nature of our business.</p>

I hereby declare and affirm that the above annual report is, to the best of my knowledge, true and correct.

John W. Morrison Jr. CEO

Signature / Title

5-31-2024

Date

John W. Morrison Jr. CEO

Printed Name / Title