

Osiris Inc.  
Forced Labour and Child Labour in Canadian Supply Chains  
Report for Financial Year ended Sep 30, 2023

1. \*This report is for which of the following? (Required)
  - Entity
2. \*Legal name of reporting entity or government institution (Required)
  - Osiris Inc.
3. \*Financial reporting year (Required)
  - Sep 30 2023
4. \*Is this a revised version of a report already submitted this reporting year? (Required)
  - No
5. For entities only: Business number(s) (if applicable):
  - 877487801
6. For entities only: \*Is this a joint report? (Required)
  - No
7. For entities only: \*Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)
  - No
8. For entities only: \*Which of the following categorizations applies to the entity? Select all that apply. (Required)
  - Canadian business presence (select all that apply):
    - Has a place of business in Canada
    - Does business in Canada
    - Has assets in Canada
  - Meets size-related thresholds (select all that apply):
    - Has at least \$20 million in assets for at least one of its two most recent financial years
    - Has generated at least \$40 million in revenue for at least one of its two most recent financial years
    - Employs an average of at least 250 employees for at least one of its two most recent financial years
9. For entities only: \*Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)
  - Retail trade
10. For entities only: \*In which country is the entity headquartered or principally located? (Required)
  - Canada
- 10.1 If in Canada: \*In which province or territory is the entity headquartered or principally located? (Required)
  - Ontario
11. For government institutions only: \*Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? (Required)
  - No

## Annual Report

### Reporting for entities

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? Select all that apply. (Required)

- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

2. Please provide additional information describing the steps taken (if applicable) (1,500 character limit).

- Note that the financial year ended Sep 30 2023 occurred prior to the FLICS legislation, hence any steps taken occurred before this legislation took effect.
- The company's internal assessment concluded that the risk of forced labour or child labour in its supply chain is minimal. The company's primary business is to purchase small quantities of consumer products for resale, usually from large distributors and not typically directly from factories. These distributors are typically large well-established reputable global (typically North-America based) companies, who the company believes abide by labour laws and are ultimately responsible for their supply chains. Also, in the majority of cases, the identity of the factory is not known to the company, and the company is not in a position to know or influence the factory's production process or labour policies. In the rarer cases that the company purchases directly from a factory, it chooses where possible reputable factories in well-established and sophisticated manufacturing regions where labour laws are well known and respected.
- Based on this assessment and ongoing monitoring, the company is not aware of any instance of forced labour or child labour in its supply chain. Finally, the company is a long-standing and responsible member of the business community and engages with industry and government stakeholders to do its part.

3. \*Which of the following accurately describes the entity's structure? (Required)

- Corporation

4. \*Which of the following accurately describes the entity's activities? Select all that apply. (Required)

- Selling goods
  - in Canada
  - outside Canada
- Importing into Canada goods produced outside Canada

5. Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).

- The company is a retailer, buying typically from distributors who control the manufacturing process.

6. \*Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)

- Yes

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? Select all that apply. (Required)

- Embedding responsible business conduct into policies and management systems

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500 character limit).

- The company has a policy prohibiting forced labour and/or child labour in its supply chain.

8. \*Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)

- Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.

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? Select all that apply. (Required)

- None of the above

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? Select all that apply. (Required)

- None of the above

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 (if applicable) (1,500 character limit).

- n/a

11. \*Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).

- n/a

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? (Required)

- 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.

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 (if applicable) (1,500 character limit).

- n/a

15. \*Does the entity currently provide training to employees on forced labour and/or child labour? (Required)

- No

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).

- n/a

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? (Required)

- No

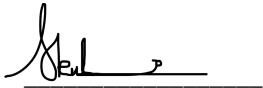
18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).

- n/a

**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.

I have the authority to bind Osiris Inc.



Samir Kulkarni

CEO

Osiris Inc.

Apr 28, 2024