

## **FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT**

This is a joint report submitted pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “Act”).

This report is submitted by the following entities with respect to the fiscal year ended December 31, 2023:

- Hayhoe Rentals Ltd. (BN 818 016 578)
- Performance Communities Inc. (BN 832 903 207)
- Performance Communities Realty Inc. (BN 837 805 118)

Each of the foregoing is an “entity” for purposes of the Act and none of the entities are required to report in any other jurisdiction. The entities are engaged in the construction and residential leasing industries in the Province of Ontario.

### ***Steps taken by each entity during the 2023 fiscal year to prevent or reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada by the entity or of goods imported into Canada by the entity (subsection 11(1) of the Act):***

None of the entities employs an individual that is under the age of 18 and none of the entities engages any independent contractor that is under the age of 18. As a result, none of the entities could be considered to employ or engage “child labour” within the meaning of the Act.

None of the entities employs or contracts with any individual where their employment or engagement is not fully voluntary. As a result, none of the entities could be considered to employ or engage “forced labour” within the meaning of the Act.

None of the entities import goods (i.e. is responsible for accounting for goods under the *Customs Act* (Canada)).

### ***Additional information required by subsection 11(3) of the Act:***

- (a) Entity structure, activities and supply chains

Each entity is a private corporation governed by the laws of Ontario. The aggregate number of employees in the corporate group is less than 450 all of whom are located within Ontario. Each entity is governed by a board of directors.

The primary business of the entities is residential home development and construction and the owning and leasing of residential homes.

The entities do not import goods for purposes of the Act and all goods used by the entities in their business are purchased from Canadian entities. Consequently, the supply chain of the entities is solely within Canada for purposes of the Act.

- (b) Policies and due diligence processes in relation to forced labour and child labour

It is the policy of each entity to not employ or engage by contract, any individual that is under the age of 18 or that does not accept their employment or engagement voluntarily.

(c) Forced labour and child labour risks

As a result of the entities' strict policy to not employ or engage individuals under the age of 18 or that do not accept their employment or engagement voluntarily, and because the entities do not import goods, there is no risk of child labour or forced labour for purposes of the Act.

(d) Remediation measures

Not applicable.

(e) Remediation of loss of income

Not applicable.

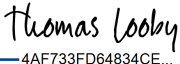
(f) Training

The entities do not provide training on forced labour and child labour as such training is not applicable to its employees.

(g) Assessing effectiveness


As a result of the entities' strict policy of not employing or engaging individuals that are either under the age of 18 or that do not accept their role voluntarily, the entities are effective in ensuring that child labour and forced labour practices are not used in their business.

This report has been approved on May 28, 2024, by the board of directors of each entity as evidenced by their signatures below.

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**Thomas Looby, director of Hayhoe Rentals Ltd., Performance Communities Inc. and Performance Communities Realty Inc.**

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**William R. Hayhoe, director of Hayhoe Rentals Ltd., Performance Communities Inc. and Performance Communities Realty Inc.**

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**Jospeh E. Hayhoe, director of Hayhoe Rentals Ltd., Performance Communities Inc. and Performance Communities Realty Inc.**