

Modern Slavery Act Report

May 1, 2024

1. INTRODUCTION AND STRUCTURE

This Report is produced by Select Tool Inc. (“Select”) for the financial year ending July 31, 2023 (the “**Reporting Period**”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used in the production of equipment in Canada or of goods imported into Canada by the Corporation.

Select is incorporated under the Ontario Business Corporation Act and is privately owned.

Headquartered in Oldcastle, Ontario, Select specializes in gauges, check fixtures, automation, and specialty tooling for the automotive industry with employees who strive to create a diverse and inclusive environment.

2. POLICIES AND DUE DILIGENCE

We consider the respect of human rights to be a fundamental corporate responsibility and a value governing all our activities. We place the highest importance on respecting human rights while conducting our business activities.

In general terms, we’ve taken the following steps since the Reporting Period to prevent and reduce the risk of forced labour or child labour within our business and supply chains;

- Reviewed and updated our Supplier Code of Conduct in May 2024.
- Conducted a preliminary initial internal assessment of the risks of forced labour and/or child labour in our supply chains to enhance our supplier Third-Party due diligence process;
- Created a new labour policy in December 2023 to address Select Tool’s stance regarding child labour, forced labour, human trafficking and slavery. It also addresses Select Tool’s ethical responsibility while selecting vendors/suppliers to ensure a high level of corporate responsibility within our organization.

3. RISK CONCENTRATION AND ASSESSMENTS

Select’s supply chain consists of suppliers located throughout North America providing materials and components required to manufacture automation, fixture and specialty tool equipment. Select has long-term relationships with major suppliers for the delivery of materials and components to build and deliver its final product. Select currently does business with approximately 200 product suppliers located in North America with only limited exceptions elsewhere.

Select uses a risk-based approach to assess and manage its risk of forced labour and child labour. Our approach helps us prioritize our efforts and adjust our actions. Our methodology to identify risks in our supply chain through our Third-Party Due Diligence process combines notably country risk indicators, supplier’s category and type of products/services offered by the supplier. The resulting risk score determines the level of additional due diligence to be performed, including with respect to forced and child labour, and the extent of ongoing monitoring and frequency of review required.

Our methodology to identify risks is notably based on whether the supplier is headquartered or its manufacturing sites are located in countries that have a low score on the corruption perception index and/or that are at risk according to the global slavery index based on the products they supply to Select.

4. REMEDIATION MEASURES

Select's centralized purchasing department has been instructed that if a situation of non-compliance is identified, Select will work to develop and implement a corrective plan to improve and remedy the situation.

5. TRAINING

Select's centralized purchasing department have received training on ethical topics and our policies and commits to annual training on this topic. In addition, the purchasing team has signed off on our Labour policy.

6. MONITORING

Select will put in place a number of measures to prevent and reduce the risk that forced labour or child labour is used in our activities and supply chains. While we have not yet taken any actions to assess the effectiveness of those actions, Select intends to assess its effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains at a later stage.

7. APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I, David Tomassi have the authority to bind Select Tool Inc.



David Tomassi

Vice-President

Date: May 1, 2024