



# Fighting Against Forced Labour and Child Labour in Supply Chains Report 2023

---

## Introduction

This report is in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, TACC Developments Inc., and its associated companies (“TACC Developments”, “we”, “our” or “us”), regarding the financial period of January 1, 2023, to December 31, 2023. The document lays out the efforts of TACC Developments to identify and mitigate the risks of forced and child labour within its operations and supply chain. It describes measures implemented to strengthen control of its supply chain to reduce associated risks.

## (a)– Structure, Activities, and Supply Chains

### Structure

- TACC Developments, along with its associated members, is a corporation located in Vaughan, Ontario.
- TACC Developments consist of 28 employees within Canada

### Activities

TACC Developments business operations consist of the development and management of properties across the Greater Toronto Area (GTA)

### Activities Include:

- Development of the lands in accordance with municipal approvals and legislation
- Includes homes, buildings and condos
- Leasing of commercial properties (Property management)

### Supply Chain

- Land is developed and prepared for construction
- Material used within the development process is sourced from domestic suppliers
- Use of professional service companies such as engineer consultants, machinery and trade contractors
- Vendors include Arista Homes, Deco Homes, OPUS Homes, & TACC Construction

## **(b)- Policies and Due Diligence Processes**

- Use of unionized labour for all subcontracted workers
- Employees must sign a Code of Conduct, including, the ESA legislative
- Health & safety department regulates and ensures all work follows government legislation
- Human Resources departments sets internal policies to create ethical standards for both the company's management and employees
- More specifically, TACC Developments recognizes the importance of supporting an employee's efforts to maintain an appropriate work/life balance and their right to discount from work following the end of their regular workday

## **(c)- Understanding Our Risk**

Our risk exposure is dependant on our domestic suppliers for providing goods that are sourced from their respective suppliers that they are in compliance with the international laws as they relate to child and or forced labour. The risk is compounded in that we operate in a world economy where goods that become part of our finished products are sourced from various world sources. We have a heavy dependence on international laws and organizations to ensure we are informed which countries are in compliance with the laws regarding forced labour and or child labour.

### **Risk Mitigation Strategies:**

- Ensuring that our domestic suppliers outsource their respective materials from suppliers that comply with government regulation
- Conducting extensive analysis on the companies we use and their subsidiaries
- Assure all workers used are unionized to prevent forced labour

## **(D&E)- Remediation measures and remediation of loss of income**

In 2023, no occurrences of forced labour illegal child labour within our own business activities or in our supply chains were brought to our attention; therefore, no remediation measures were undertaken. Appropriately, no remediation measures were taken to address any resulting loss of income to effected persons. If any future investigation identifies potential or proved instances of child labor or forced labor, we will implement suitable remediation measures.

### **(f)- Training**

We are reviewing our staff training as to processes and evaluation method required to ensure we are in compliance with Bill 211. We believe at this stage this will be an ongoing process requiring regular review and training to ensure compliance for direct labour used at our sites.

### **(g)- Assessing Effectiveness**

As we are in the evaluation process of our risk assessment, it is still early to make an assessment of the process. We will be looking at including our policy with regards to child and forced Labour compliance on a go forward basis in our new contracts and renewals.

---

### Report Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that that I have reviewed the information contained in the Report for TACC Developments Inc. and its affiliated companies. 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 aspects for the purpose of the Act, for the reporting year as listed above.

I have the authority to bind TACC Developments Inc.

---

Silvio De Gasperis  
President

May 31, 2024

