

Taymor[®]

BILL S-211

ANNUAL COMPLIANCE REPORT

An Act to Enact the Fighting Against Forced Labour and Child Labour in
Supply Chains Act, and to Amend the Customs Tariff

Financial Reporting Year: July 1st 2022 to June 30th 2023

ABOUT TAYMOR

Taymor has proudly designed and manufactured architectural hardware products of exceptional design, quality, and value since 1948. We are a family owned and operated company headquartered in Delta, British Columbia.

SUPPLY CHAIN OVERVIEW

Taymor's supply chain begins with the manufacture of architectural hardware products by a range of manufacturing suppliers located primarily in China and Taiwan. Once produced, our team coordinates the international transportation and importation of goods into one of our North American distribution centres, from where goods are shipped to customers throughout Canada and the United States.

RISK OF FORCED LABOUR AND/OR CHILD LABOUR

Most of our business operates in Canada and the USA, where employment law is considered sufficiently rigorous to ensure the risks of forced labour and/or child labour are fully mitigated.

The area of our business with some risk of forced labour and/or child labour is in the production of our products that are manufactured by suppliers outside of North America. Suppliers located outside of North America are where we focus our efforts to eliminate these risks.

POLICIES, PROCESSES, AND STEPS TAKEN IN RELATION TO FORCED LABOUR AND/OR CHILD LABOUR

Below is a summary of policies, due diligence processes, and steps Taymor has taken in relation to forced labour and/or child labour, including how we assess our effectiveness in ensuring that forced labour and/or child labour are not being used in our business and supply chains:

- All new manufacturing suppliers located outside North America must pass a rigorous factory audit performed by an independent and certified auditor. Specifically, Taymor partners with SGS to conduct supplier audits following industry best practices. For more information regarding SGS, please refer to this link: [About SGS](#)
- Regular visits to longer-term manufacturing suppliers located outside North America are made by members of the Taymor Supply Chain and Senior Management teams. This

includes tours of the production facilities to evaluate a range of environmental, social, and governance (ESG) compliance requirements.

- Supplier declarations: All manufacturing suppliers located outside North America are required to comply with our policies and must declare, in writing, that neither they, nor any subcontractors, are engaged in any practice whatsoever that includes forced labour and/or child labour.
- Internal HR Policies: Taymor has a comprehensive range of HR policies and procedures to regulate and ensure compliance with employment standards legislation in the jurisdiction in which they employ staff.

REMEDATION MEASURES TAKEN IN RELATION TO FORCED LABOUR AND/OR CHILD LABOUR

No evidence whatsoever of the use of forced labour and/or child labour was identified during the reporting period.

REMEDATION MEASURES TAKEN IN RELATION TO LOSS OF INCOME TO VULNERABLE FAMILIES AS A RESULT OF MEASURES ENACTED TO ELIMINATE THE USE OF FORCED LABOUR AND/OR CHILD LABOUR

No evidence whatsoever of the use of forced labour and/or child labour was identified during the reporting period.

TRAINING PROVIDED TO EMPLOYEES REGARDING FORCED LABOUR AND/OR CHILD LABOUR

Taymor staff that manage elements of the Supply Chain where a risk of forced labour and/or child labour exists have completed a comprehensive external course on ethical workplace training and the avoidance of forced and/or child labour.

ORGANIZATIONAL STRUCTURE

Please refer to [Appendix 1](#) for an overview of the Senior Leadership Team roles and responsibilities.

REPORT APPROVAL

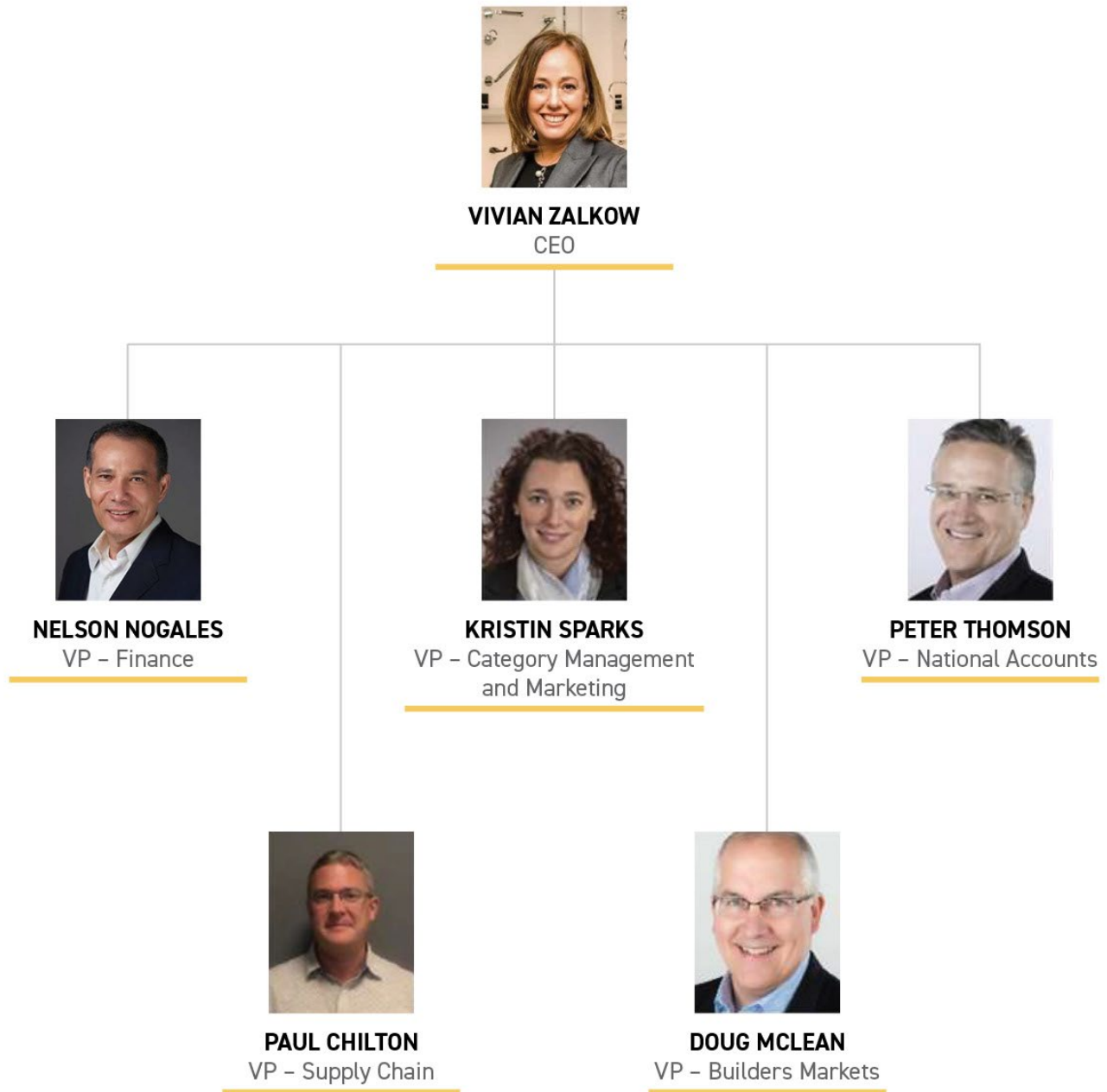
In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report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

NAME	Vivian Zalkow
POSITION	Chief Executive Officer
DATE OF APPROVAL	April 12 th 2024
SIGNATURE	

I have the authority to bind Taymor Industries Limited.

APPENDIX 1: ORGANIZATIONAL STRUCTURE

An overview of the Senior Leadership Team roles and responsibilities.



REFERENCES

[Public Safety Canada – Bill S-211 Reporting and Questionnaire Overview](#)