

# SUPPLY CHAIN TRANSPARENCY REPORT

*Fighting Against Forced Labour and Child Labour in Supply Chains*

Year 1 | January 1, 2023 – December 31, 2023

Accountable Signing Authority: **Jason Goemans, President**



**TABLE OF CONTENTS**

Company Overview .....3

Part I – Structure, Operations and Supply Chains .....3

Part II – Policies and Due Diligence Processes .....4

Part III – Risks of Forced Labour and Child Labour in Operations and Supply Chains .....4

Part IV – Measures to Remedy Forced Labour and Child Labour .....4

Part V – Measures to Remediate the Loss of Income to those Impacted by the Elimination of Forced Labour and Child Labour .....4

Part VI – Training Provided to Employees .....5

Part VII – Assessing Effectiveness of Actions against Forced Labour and Child Labour .....5

Attestation .....5

## **Company Overview**

In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “**Supply Chain Transparency Act**”), this statement outlines the measures implemented or to be implemented by TG Appliance Group Inc. (“**TG Appliance**”) to address the risks of modern slavery, including but not limited to forced labour and child labour<sup>1</sup> within its operations and supply chain. This report is not a joint report as there is no entity which TG Appliance controls that is covered by the *Supply Chain Transparency Act*.

TG Appliance is committed to preventing any violation of individuals’ human rights through the policies and procedures it has established, including its Code of Business Ethics Policy (the “**Code of Ethics**”), which sets forth TG Appliance’s expectations that its staff and business partners abide by legal and ethical standards and comply with applicable laws, regulations, and contract terms. TG Appliance is committed to establishing safe, inclusive, and respectful work environments wherever it conducts business. TG Appliance values the fundamental rights of its employees and all who work within its supply chain, which encompass freedom from slavery and child labour, equal opportunities for all, a safe and healthy workplace, and freedom from discrimination and harassment.

TG Appliance continues to develop and expand its understanding of the risks associated with the complex issue of modern slavery and to identify areas within its operations and broader supply chain that may be impacted by such challenges. TG Appliance intends to collaborate across its business and supply chain to implement appropriate practices that mitigate and address potential risks.

Modern slavery is completely unacceptable within TG Appliance’s organization and supply chains. TG Appliance acknowledges its responsibility to uphold the rights of individuals working for the organization, as well as those associated with suppliers and business partners who prioritize human rights for their own employees. Recognizing that human rights issues require multifaceted approaches, TG Appliance considers it crucial to engage with various stakeholders to promote awareness and foster understanding.

## **Part I – Structure, Operations and Supply Chains**

### **Our Structure**

TG Appliance is a premier appliance retailer operating out of Brampton, Ontario, with fourteen (14) stores across southern Ontario. TG Appliance’s stores, which operate as Goemans Appliances and/or Tasco Appliances, carry over sixty (60) of the top appliance brands in the country, specializing in providing Canadian customers with a wide selection of high-quality products. Given that TG Appliance only operates in Canada, specifically Ontario, it does not have reporting obligations in any other jurisdictions.

TG Appliance currently employs approximately 409 employees across its head office and store locations. TG Appliance generates more than \$40 million in revenue a year.

Legally, TG Appliance is classified as corporation. It was registered under the Ontario *Business Corporations Act* on January 1, 2013 and has the Ontario Corporation Number 1887303.

### **Our Operations**

TG Appliance is a privately owned, high quality appliance retailer. As stated, TG Appliances operates Goemans Appliances and Tasco Appliances retail locations. TG Appliance also supplies appliances to commercial

---

<sup>1</sup>As these terms are defined pursuant to section 2 of the *Supply Chain Transparency Act*.

businesses, such as condominium developers and new home builders. These appliances include items such as dishwashers, ovens, washing machines, and other home essentials.

### **Our Supply Chains**

TG Appliance's suppliers are appliance manufacturers who operate in Canada. TG Appliance is committed to sourcing products and materials locally. Specifically, its suppliers are located in and around Mississauga, Burlington, and North York. Suppliers often provide finished products that TG Appliance distributes in its stores, thereby becoming a "dealer" of the supplier's merchandise.

### **Part II – Policies and Due Diligence Processes**

TG Appliance does not currently have any policies that specifically address forced labour and child labour in its supply chains. However, TG Appliance is committed to developing such a policy ahead of the next reporting year.

TG Appliance recognizes that due diligence is a process to identify and respond to the real and potential adverse impacts of activities throughout the supply chain. TG Appliance prides itself on contracting with suppliers that operate in Canada and with suppliers that the company can trust. TG Appliance regularly meets with suppliers in order to ensure that its business partners are adhering to the standards and expectations that TG Appliance abides by for its own business.

TG Appliance is committed to maintaining healthy, safe, and respectful working conditions throughout its supply chain. Forced labour and child labour are anathema to TG Appliance's core values, which is why it does not contract with suppliers that it cannot trust and who do not abide by local laws and employment standards.

### **Part III – Risks of Forced Labour and Child Labour in Operations and Supply Chains**

TG Appliance expects all suppliers, regardless of the cultural, social and economic context, to meet expectations of fundamental rights for all people. This means treating their employees with fairness, respect and dignity, and following practices that protect health and safety for the people working for them.

Given that TG Appliance's products are locally sourced with suppliers it trusts, there is minimal risk of forced labour or child labour in its supply chain. TG Appliance is not aware of any forced labour or child labour in our supply chain. Both statements are subject to the limitations of TG Appliance's risk identification activities as described in more detail above and below.

### **Part IV – Measures to Remedy Forced Labour and Child Labour**

TG Appliance is not aware of any incidents of forced labour or child labour in its activities or supply chain in its past financial year, subject to the limitations of its risk identification activities as described in more detail above and below.

Nevertheless, if any incidents arise, TG Appliance will hold all individuals and entities accountable.

### **Part V – Measures to Remediate the Loss of Income to those Impacted by the Elimination of Forced Labour and Child Labour**

TG Appliance recognizes that efforts to prevent and reduce the risk of forced and child labour (as set out at Part IV) can have the unintended consequence of contributing to a loss of income for vulnerable families.

TG Appliance has not, as of the date of this report, become aware of any loss of income to vulnerable families resulting from its measures to eliminate the use of forced labour and child labour in its activities and supply chains. Should such a risk materialize, TG Appliance remains committed to preventing and reducing the impact that forced and child labour can have on a vulnerable family.

**Part VI – Training Provided to Employees**

TG Appliance does not provide training to employees on the risks of forced labour and child labour in supply chains. The company does, however, provide training on ethical conduct and human rights in the workplace.

**Part VII – Assessing Effectiveness of Actions against Forced Labour and Child Labour**

TG Appliance has taken actions to assess the effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains in the previous financial year by meeting with all its suppliers and ensuring that they are trustworthy prior to entering into any business relationship.

TG Appliance is dedicated to combatting forced labour and child labour and will be implementing further policies and due diligence processes in order to ensure that its business is in accordance with all relevant local, national, and international laws, standards, and human rights.

\* \* \*

**Attestation**

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains 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.

By signing the below, I hereby confirm I have the authority to bind TG Appliance Group Inc.



Jason Goemans  
President

\_\_\_\_\_  
Date: May 21, 2024