

## **FORCED LABOUR REPORT FOR RIDEAU SUPPLY**

This report is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act by The Rideau Group Inc. ("Rideau Supply" or "Rideau") a company incorporated in 1975 under the laws of Ontario.

This report has been prepared for the fiscal year ended February 29, 2024.

### **WHO WE ARE**

Rideau Supply is a privately-owned company that specializes in wholesale and distribution of products including pumps/tanks, water treatment, septic, plumbing, heating and drilling supplies. We have several locations in Ontario and Nova Scotia. We pride ourselves on providing quality products and delivering excellent after sales support. We are committed to continuous improvement, customer satisfaction, and to upholding the highest standards of ethical conduct and social responsibility in all aspects of our operations.

### **RISK OF FORCED OR CHILD LABOUR IN OUR SUPPLY CHAIN**

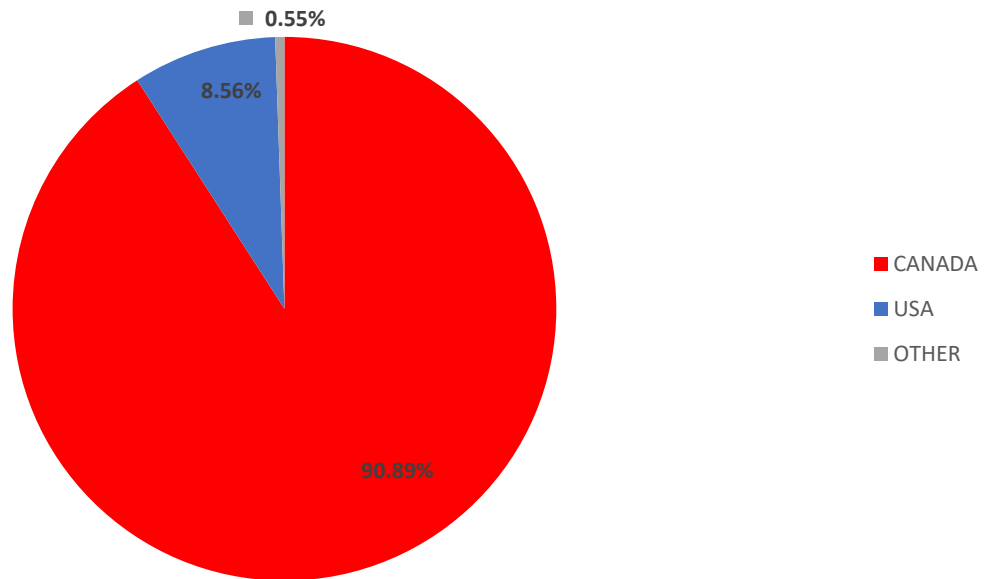
Rideau unequivocally prohibits any form of forced or child labour within our organization and supply chain and is committed to supporting responsible sourcing of its materials from suppliers that share our values around human rights and ethics.

To meet this commitment, the company is working towards more comprehensive monitoring of our structure, activities, and supply chains to assess and reduce risks associated with forced labour and child labour.

Our expectations of suppliers include providing a safe working environment, that suppliers will not use forced, bonded, or compulsory labour, and that employees must be free to leave their employment after reasonable notice. Suppliers will not use child labour.

Like with many businesses, risks in our supply chain can arise because of our limited visibility into our own suppliers' supply chains. Rideau's exposure to forced labour and child labour risks is considered low with 99.45% of products procured from suppliers located in Canada and the United States.

### Rideau Supply Purchases by Region (F24)



We recognize that our exposure to forced labour and or child labour increases when we procure from countries where forced labour exploitation is known to occur. As such, this requires additional diligence and we will continue to map and evaluate our current supply chains.

Rideau examined the Global Slavery Index ([walkfree.org](http://walkfree.org)) focusing on geography. Rideau also cross referenced the US Labour Department, List of Goods produced by Child Labour or Forced Labor ([Dol.gov](http://Dol.gov)) and compared goods listed to products procured.

We are not aware of any forced or child labour in our supply chains, and our initial risk assessment suggests that the level of risk of forced or child labour in our supply chains is low.

### OUR POLICIES & DUE DILIGENCE PROCESS

External risk assessment is achieved by an annual supplier certification that lays out obligations of our suppliers and requires all suppliers to certify their compliance with all applicable laws and regulations. Non-compliance may result in termination of contracts or other actions as appropriate. The certification is being sent to suppliers and we expect to have all certifications evaluated by Fiscal 2025.

Our diligence process also includes supplier vetting and onboarding procedures, online research, annual discussions with key vendors, site visits, references and meeting key personnel at trade shows.

We are in the process of developing internal Human Rights and Whistleblowing policies.

## **REMEDIATION**

As of February 29, 2024, Rideau Supply has not faced situations of forced labour or child labour and has therefore not had to remedy and rectify such situations.

We encourage all employees, suppliers, and stakeholders to report any concerns or suspicions of forced or child labour. If forced labour or child labour is identified within our operations or supply chain, Rideau Supply will take immediate corrective action, including but not limited to:

- Terminating relationships with non-compliant suppliers
- Providing remediation for affected workers
- Reporting violations to relevant authorities.

## **EMPLOYEE TRAINING**

Rideau is committed to raising awareness among employees and stakeholders about the risks of forced labour and child labour.

Rideau is developing employee training on the issue of risks within our supply chain and onboarding of new suppliers. This training is expected to be rolled out to Rideau employees in Fiscal 2025.

An Illegal Labour policy has been created and will be communicated to employees by Fiscal 2025. Employees will receive training and practical education to inform them about the harm that illegal labour practices can cause, as well as provide the information and guidance necessary to notice or determine whether illegal labour is used at any point in a supply chain.

All real or suspected instances of noncompliance with this policy must be reported to the President or anonymously through our website.

## **EVALUATION & MONITORING**

Rideau will conduct an annual risk assessment of regions that are considered higher risk and review against external data regarding the prevalence of forced labour and child labour in those countries, with further investigation by supplier as warranted.

Rideau will regularly monitor compliance through internal audits, supplier assessments, and other appropriate mechanisms. Compliance with this policy will be reported regularly to senior management.

## **CONCLUSION**

Rideau is dedicated to promoting ethical business practices and protecting human rights and will continue to foster a culture of ethical conduct and responsible business practices within our organization and supply chain.

We are committed to continuously improving our efforts to prevent forced and child labour in our operations and supply chain. This includes regular review and update of our policies, procedures, and practices to reflect emerging trends, best practices, and stakeholder feedback.

In the coming years Rideau is committed to:

- Continuing to map and evaluate our current supply chains
- Reviewing our current supplier approval and onboarding processes, including the introduction of a supplier certification process
- Train employees engaged in establishing and maintaining the supply chain and raise their awareness of the issue of forced and child labour risk

We recognize the fundamental human rights of all individuals and are dedicated to ensuring that our business practices align with international standards and all relevant legislation.

All employees, suppliers and customers are encouraged to report any concerns related to forced labour or child labour without fear of retaliation. The Whistleblowing form can be found [here](#).

### ATTESTATION

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.



Arnold Mulder  
President  
May 28, 2024

I have the authority to bind The Rideau Group Inc.