



Minimax Report 2023

Child Labour Forced Labour

May 13, 2024

This is Minimax's first year to submit an annual report.

As part of our hiring practices, we review each applicant, to ensure that they are of legal age to work in Ontario and/or Quebec. We also verify that they are legal to work in Canada, through a work permit, permanent resident, or are a Canadian Citizen. As part of the hiring process, we issue an Employee Contract, which clearly outlines our legal obligations as it relates to labour issues such as; vacation, hours and terminations. Human resources ensures that all perspective candidates, are of legal age to work and in the case of driving positions we also ensure that they have valid licences.

As an organization in the trucking business, we do not do any manufacturing; we operate in the service sector. We recognize that there may be risk of child labour and forced labour for certain type of goods and services, with greater risk further down the supply chain. We have recently began to look at the US Department of Labour List of Goods Produced by Child Labour or Forced Labour to help identify risks in our supply chain. Our Vice President along with Human Resource personnel have been trained on the type of products that might be subject to child labour and forced labour. We can then question our suppliers about their efforts to address child labour and forced labour.

Minimax will from time to time confirm that its suppliers are adhering to a Supplier Code of Conduct. This 'Code' will ensure that suppliers

- comply with labour laws and regulations in the jurisdictions in which they operate.
- respect human rights in accordance with applicable laws and standards
- do not partake in any child labour or forced labour
- do not abuse or harass (physical, mental, verbal, sexual) any employees
- do not discriminate employment on the basis of age, race, colour, religion, gender, sexual orientation, disability, marital status, family status,
- pay employees, including overtime in a timely manner as required by local law
- provide a safe, clean and healthy work environment and follow all applicable laws in this area
- do not engage in any bribery, fraud, kickbacks, or any other form of corruption
- allow Minimax the right to visit production locations or request further information to ensure that the supplier is operating in an ethical manner.

If you require further information, please contact the undersigned.

Sincerely,

A handwritten signature in black ink, appearing to read "Tom Sheahan". The signature is written in a cursive style with a large, sweeping initial "T".

Tom Sheahan – Human Resources

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