

Truscore Inc.

# Prevention of Forced Labour & Child Labour Report

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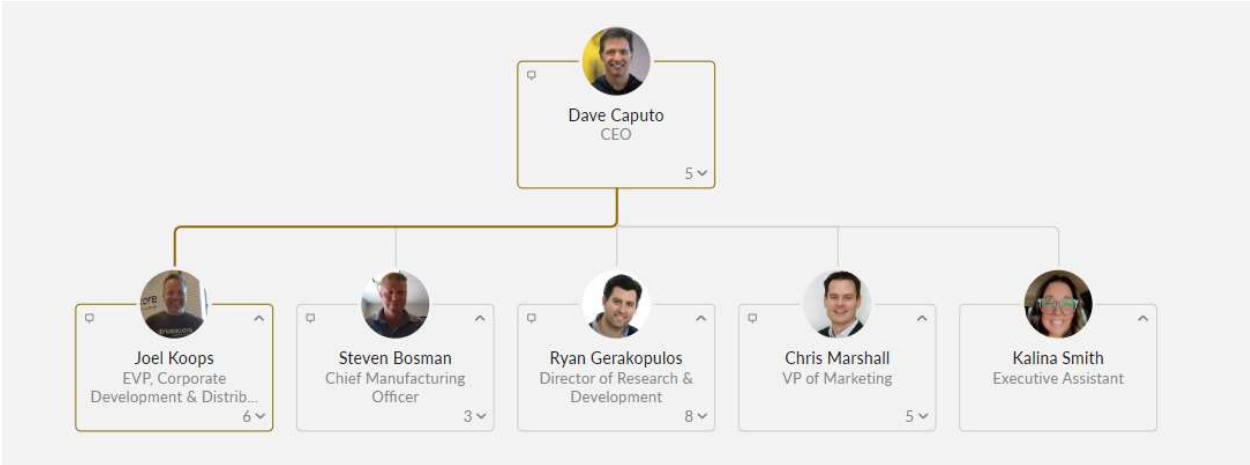
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**Legal structure, including legal classification (i.e., corporation, trust, partnership, unincorporated organization, etc.)**

Trusscore Corporation is structured as a privately-owned corporation, legally recognized under the appropriate business and corporate laws applicable to its operations. This classification allows Trusscore to operate under corporate governance principles tailored specifically for corporate entities, including obligations and protections under the law that differ from other types of legal structures such as partnerships or trusts.

**Organizational structure (i.e., departmentation, chain of command, etc.)**

The organizational structure of Trusscore Corporation is centralized, with a clear chain of command and departmentalization designed to optimize operational efficiency and decision-making processes. The company is governed by a board of four members, which consists of three owners and one investor representative. This board holds a meeting at least once quarterly.



At the top of our chain of command is the CEO, Dave Caputo.

**Organizational mandate or role**

Trusscore maintains its operations across multiple geographic locations, both within Canada and USA. Within Canada, Trusscore operates two manufacturing plants located in Palmerston, Ontario, and Calgary, Alberta, along with an office space in Kitchener, Ontario. Our salespeople make up the majority of our US employees. All US employees work remotely.

**Number of employees, both in Canada and outside Canada**

Trusscore currently employs 180 people. 166 in Canada and 14 in the US.

## Partner organizations, or membership in a group

Trusscore is a member of the Excellence in Manufacturing Consortium (EMC), the Vinyl Institute of Canada, and the Canadian Farm Builders Association

## Control of other entities, including what the controlled entities do and where they are located.

Trusscore Corporation exercises control over several subsidiaries:

- Trusscore Inc.: Based in Ontario, this manufacturing company is a wholly owned subsidiary of Trusscore Corporation. It employs the workforce located in Ontario and serves as the primary sales entity for the Canadian market.
- 4B2: A holding company also owned entirely by Trusscore Corporation
- Trusscore USA Inc.: Owned 100% by 4B2, this U.S.-based distribution company handles the marketing and distribution of products manufactured by Trusscore Inc. and Trusscore Alberta across the United States, employing the U.S. sales team.
- Trusscore Alberta Inc.: This subsidiary, based in Alberta, focuses on manufacturing operations, and is fully owned by Trusscore Corporation. It supplies products primarily to Trusscore Inc. and Trusscore USA Inc., reinforcing the integrated supply chain strategy of the corporation.

## Parts of its business and supply chains that carry a risk of Forced Labour

We have identified materials used in production and supply chain as the part of business which carries a risk of forced and child labour (as defined by Fighting Against Forced Labour and Child Labour in Supply Chains Act).

We don't believe there is a specific part of the business that carries this risk. Once we collect the self-reporting from the vendors, this may change.

## Policies and due diligence processes

Trusscore has developed the Preventing Forced Labour, and Child Labour in Supply Chains Policy (hereafter referred to as "The Policy").

The Policy outlines Trusscore Inc.'s commitment to preventing and eradicating such practices within our supply chains. The Policy applies to all vendors, suppliers, contractors, and business

partners (hereafter referred to as "Vendors") who engage in business with Trusscore Inc. across all regions where we operate.

The Policy also outlines Vendor requirements for report submission and/or completion of the Trusscore Questionnaire. The Policy outlines Trusscore's process for reporting and whistleblowing of modern slavery, forced labour or child labour, which are collected by Trusscore anonymously and confidentially. Trusscore is committed to the protection of whistleblowers.

Finally, The Policy outlines Trusscore's training procedures for its employees, as well as commitment to continuous improvement of policies and practices to combat modern slavery, forced labour and child labour.

## Vendors and Questionnaire

Trusscore Inc. has created a Questionnaire ('Appendix A') for major vendors we have purchased from in the past 12 months to complete. In this Questionnaire, vendors have the option to send a comprehensive report outlining their efforts to reduce forced and child labour in supply chains and operations or answer a series of questions that allow Trusscore to evaluate whether Child and Forced Labour has been actively prevented in the supply chain process. All new vendors will be required to complete the same questionnaire. These questions will allow us to evaluate:

- Policies and procedures in place to identify and mitigate risks.
- Training programs for employees and suppliers.
- Auditing and monitoring mechanisms.
- Corrective action plans for identified risks or violations

Vendors must actively work to identify, assess, and mitigate risks related to forced and child labour. This includes conducting regular risk assessments and audits of their supply chains. Vendors are also expected to maintain transparency in their operations and supply chains. This includes providing accurate and timely information to Trusscore Inc. regarding their efforts and any identified risks or incidents.

If Trusscore believes that a vendor has not taken appropriate measures to prevent Forced and Child Labour, Trusscore Inc. reserves the right to conduct audits and inspections of Vendors to ensure compliance with this policy. Vendors must provide access to relevant documentation and cooperate fully with these audits. If a Vendor is found to be in violation of this policy, the Vendor must take immediate corrective actions to address and rectify the issue. This includes implementing measures to prevent future occurrences.

Trusscore Inc. will not tolerate any Vendor who demonstrates defiance of this policy or refuses to resolve identified risks or make efforts to identify risks. Non-compliance may result in the termination of our business relationship with the Vendor.

## Training

Targeted groups of employees at Trusscore will receive training to educate employees on the risks of Child and Forced Labour. The training will take place on video-form and will require employee confirmation of completion through assessment.

## Remediation of Loss of Income

If, through audits or self-reporting, Trusscore uncovers any potential use of forced or child labour, we will initiate a thorough investigation. Should the investigation result in the pausing of the commercial relationship with the Vendor, Trusscore is committed to assisting in any assessment of the impact that our decision has on the local community. Some actions Trusscore may take following the launching of an investigation are:

- We may contribute to funds that support the improvement of community level economic power.
- Collaborate with private companies and government agencies to align with and support public welfare programs aimed at reducing poverty and improving education and employment opportunities.

## Assessing Effectiveness

Trusscore reserves the right to conduct regular and periodic audits and inspections of Vendors to ensure compliance with our the Preventing Modern Slavery, Forced Labour, and Child Labour in Supply Chains Policy.

Trusscore is committed to appropriate monitoring and report systems to ensure the elimination of forced labour within Trusscore's supply chains. We will continuously monitor news for reports on forced labour, and on any possible connections with our vendors. If a connection is found, Trusscore reserves the right to conduct audits and inspections of vendors to ensure compliance with this policy. Vendors must provide access to relevant documentation and cooperate fully with these audits. If a Vendor is found to be in violation of this policy, the Vendor must take immediate corrective actions to address and rectify the issue. This includes implementing measures to prevent future occurrences.

## Approval and Attestation

This report is approved by Trusscore leadership, affirming the accuracy and completeness of the report in compliance with Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Name: Dave Caputo, CEO, on behalf of Trusscore Inc board of directors

Signature:



Signed: May 29, 2024

## Appendix A: Supplier Questionnaire

Questionnaire:

### Supplier Questionnaire

Contact details	
Organization name	
Contact person	
Contact email	
Contact phone	

Please complete the below questions in as much detail as possible. Please return the completed Questionnaire to Trusscore Representatives.

**Important:** You are not required to complete this questionnaire if you can provide a document or report detailing the steps your company has taken to prevent and reduce the risk of forced labour or child labour in your operations or supply chains.

Contact details - Supplier	
Organization name	
Organization address	
Business Number	
Organization structure	

1.	<p>How much visibility does your organization have over your supply chain? Please select one of the below and explain why you selected this option:</p> <p><input type="checkbox"/> <b>High:</b> You have mapped the full supply chain for key products and services used by your organization and have identified key suppliers at all levels of your supply chain.</p> <p><input type="checkbox"/> <b>Moderate:</b> You have identified major Tier One suppliers and have partially or fully mapped the supply chains for key products and services of your supply chain.</p> <p><input type="checkbox"/> <b>Developing:</b> You have identified major Tier One suppliers. You have very limited or no visibility of your supply chains below the Tier One level.</p>
2.	<p>Does your organization have a policy or policies in place to deal with forced labour and child labour?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If the answer is yes, please provide details of, or a copy of, the policy or policies, including information on whether your organization has a system to monitor compliance with these policies. If the answer is no, please provide information on what your organization is doing, or plans to do, to manage forced labour and child labour risks.</p>
3.	<p>Does your organization have a person or team responsible for overseeing forced labour and child labour risks (including record keeping regarding contractors and subcontractors) that arise in relation to the goods or services that you deliver?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, please describe the role and responsibility of that person/team below.</p>
<b>Training</b>	
4.	<p>Are relevant staff in your organization trained on how to identify, assess and respond to forced labour and child labour risks?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>



<b>Supplier engagement</b>	
5.	<p>Does your organization perform screening of all prospective suppliers to assess the risks of forced labour and child labour or other human rights harms that may occur in its operations and supply chains?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, please describe how your organization performs this screening. If no, does your organization plan to introduce measures to screen prospective suppliers for forced labour and child labour risks in future?</p>