



# **UNITED REFRIGERATION OF CANADA LTD.**

Main Office: 130 Riviera Drive, Markham, Ontario L3R 5M1 Tel: (905) 479-6950 Fax: (905) 479-8352

**Reporting Period: January 1, 2023 to December 31, 2023**

## **Requirement (a) - Structure, activities and supply chains**

### **Structure**

United Refrigeration of Canada Ltd. (URC) is a corporation which is privately owned, and distributes H.V.A.C. and Refrigeration parts and equipment. Our Canadian Head Office is in Markham with Province of Ontario. The company's structure includes a Regional Manager who oversees various Managers and Supervisors and departments.

### **Activities**

As a wholesale distribution of H.V.A.C./ Refrigeration parts and equipment, URC offers local inventory and sales support for our industries leading brands

### **Supply Chains**

We rely on our suppliers of parts and components, and equipment to provide our required inventories. Parts, components and equipment are sourced in Canada and the United States. Our service suppliers for things like IT and other maintenance are also sourced in Canada and the United States.

## **Requirement (b) – Policies and due diligence processes**

URC has developed a policy on Forced and Child Labor and will educate our staff members involved in the supply chain on its internal policy, as well as the purpose and scope of the Fighting Against Forced Labor and supply chain act.

## **Requirement (c) – Forced Labor and Child Labor risks**

URC recognizes that suppliers who source their products from high risk countries may use Forced Labor or Child Labor in their manufacturing and/or assembly processes.

URC does not condone the use of Forced Labor or Child Labor and has reached out to its suppliers notifying them of its stance regarding this important human right issue. More information on supplier requirements can be found in the remediation measures section of this report.

## **Requirement (d) – Remediation measures**

URC has reached out to its suppliers regarding our stance on Child and Forced Labor. Each year suppliers will be required. Each year, suppliers will be required to complete a 'Supplier Self Certification' which outlines URC's stance and principles in relation to human rights laws and regulations. Furthermore, URC requires suppliers to abide by its policies and to immediately report any known or suspected activity or changes to its business that may result in Child or Forced Labor in their supply chains.



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## **Requirement (e) – Remediation of loss of income**

No actions have been taken by URC in this particular area, at this time.

## **Requirement (f) – Training**

URC will provide mandatory, internal training to staff members who work directly with the supply chain. This includes all members of our Purchasing Department, including the Department Manager. Training includes the definitions of Forced Labor and Child Labor, information on the *Fighting Against Forced Labor and Child Labor in Supply Chains Act*, as well as the Company Policy and expectations. The training is developed internally by the Human Resources Department in consultation with the Act. Training is delivered by the Human Resources Department as a PowerPoint presentation.

Individuals are given the opportunity to ask questions and must demonstrate their knowledge and understanding by successfully completing a quiz. Those who do not demonstrate a thorough understanding will be required to retake or review the training with a member of the HR department. Quiz questions are developed from information presented in the PowerPoint. The training takes approximately 45 minutes to complete. Current employees will receive the training and any new employees, either to the department or the organization, who work with our supply chain, will receive the training during their first month in the department.

## **Requirement (g) – Assessing effectiveness**

No actions have been taken to assess our effectiveness in preventing and reducing risks of Forced Labor and Child Labor in our activities and supply chains. At this time, however, URC will be actively reviewing its Supplier Self Certification process and if any of our suppliers are known to be engaging individuals in Forced or Child Labor, URC will look to alternate suppliers which align with the principles outlined in our Forced and Child Labor Policy.

## **Requirement (h) - Signed 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.

I, Steve Mock, Regional Manger, have the authority to sign on behalf of URC (United Refrigeration of Canada Ltd).

Steve Mock  
Signature

05/27/24  
Date