



BILL S-211

An Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to Amend the Customs Tariff

Vuteq Canada Inc.

Structure, Activities and Supply Chain

Vuteq Canada Inc. is a tier 1 and tier 2 manufacturer of interior and exterior automotive parts.

Vuteq Canada Inc. is registered as a corporation under the Business Corporations Act and is located in Woodstock, Ontario. The company currently employs 1198 employees structured in the following departments: Executive Management, Purchasing, IT, Sales, Quality, Human Resources, Health and Safety, Material Planning, Logistics, Packaging, Product Launch, Shipping and Receiving, Maintenance, Accounting, Process Development, and Production departments. The hierarchy structure of the company consists of a president, an executive vice president, a plant manager, managers, assistant managers, salary personnel and team members.

Vuteq Canada's supply chain consists of a network of vendors, including contractors, consultants, distributors, producers of goods and service providers that are sourced and monitored by the purchasing department. The majority of the company's supplier base is locally sourced, inside the province of Ontario, within Canada and in the United States. A small portion of the suppliers are located in other countries such as Mexico, China and Japan.



Policies and Due Diligence Processes

Vuteq Canada Inc. does not employ anyone under the age of 17 and prohibits the use of child labour as per the company's Ethics Policy (document # POL-HR-705).

For due diligence, when it comes to recruitment, Vuteq Canada Inc. requires candidates to complete a pre-screen that requires the candidate to verify their age to be 17 or over. This is also confirmed in their orientation day when they are required to submit their documentation. In the next step of the recruitment process, an initial interview (whether it be in person or over the phone) is done with the candidate directly and individually.

Supply Chain Areas that Carry a Risk of Forced Labour or Child Labour

A small minority of Vuteq Canada Suppliers may be more susceptible to the risk of forced or child labour in their respective countries of operations. However, there have been no identified instances of forced or child labour within the company's supply chain.

For the fiscal year of 2024, Vuteq has developed and distributed a supplier risk survey to all its suppliers, explicitly requesting information on their policies and practices related to forced and child labor. This allows Vuteq to identify high-risk suppliers and areas for improvement.

Measures Taken to Remediate any Forced Labour or Child Labour

Vuteq Canada Inc. has internal hiring practices in accordance with Canadian laws and regulations that prohibit the hiring of any individual under the legal age of employment in Canada.

For the fiscal year of 2024, all Vuteq Canada Inc. suppliers are required to submit a risk survey that explicitly requests additional information on the entities' forced and child



labour policies and what is being done to mitigate risks. Vuteq will immediately remove any entity from the supply chain that is found to use child or forced labour at their facility or within their supply chain.

Training Provided

The human resources department ensures all employees are familiar with the Ethics Policy (document # POL-HR-705). Members of the Purchasing Department understand the legislation and regulations relevant to the use of forced labour and child labour in the supply chain and the requirements of our suppliers.

Assessing Effectiveness

Vuteq Canada Inc. has taken steps to ensure that effectiveness is monitored for 2024 and a risk survey have been implemented to ensure suppliers are monitored. Part of the new supplier risk survey is tracking performance indicators of the supplier with regards to forced and child labour. This requires suppliers to notify Vuteq of any instances of forced or child labour, and to advise if any instances have occurred in the past. Regular monitoring, and ongoing communication with suppliers can help identify and address any potential risks or issues that may arise.




Approval and 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.

Ezio Andreola

President

May 24, 2024



I have the authority to bind Vuteq Canada Inc.