

Our Statement

At Bowow Co. Inc. Group of Companies we are committed to upholding the highest standards of ethical conduct throughout our supply chain. We recognize the importance of combating forced labour and child labour practices, not only within our own operations but also within the broader supply chains from which we source our products.

The introduction of the Fighting Against Forced Labour and Child Labour in Supply Chain Act represents a significant step forward in addressing these critical issues. We fully support the objectives of this legislation, which seeks to hold companies accountable for ensuring that forced labor and child labor are not present in their supply chains.

Developed over our 45-year history, and as part of our commitment to social responsibility and ethical business practices, we have already implemented due diligence processes to identify and address any instances of forced labor or child labor within our supply chain. These processes include supplier assessments, regular 3rd party audits, and engagement with experts and stakeholders to ensure transparency and accountability.

While we acknowledge that there is still work to be done, we are confident that by working together with our partners and stakeholders we can make meaningful progress towards creating supply chains that are free from exploitation and uphold the rights and dignity of all workers.

Bowow Co. Inc., through the Group of Companies in its net worth remains steadfast in its commitment to ethical sourcing practices and will continue to prioritize the well-being of the workers and the communities represented throughout its supply chain.

Our Business

Bowow Co. Inc., a Canadian Corporation, is a holding company with interest in two separate organizations, who collectively fall under the perusal of the Fighting Against Forced Labour and Child Labour in Supply Chain Act.

Umbra Ltd. (Canadian Corporation) is a global leader in housewares product design and currently distributes in over 120 countries across the world with offices in Europe, Canada, the United States, Brazil, and China.

T.C.H Sales Inc. (Canadian Corporation) is a global distributor of ATA case hardware, industrial & rack hardware, electronic components, laminates, and packaging solutions.

These companies are headquartered in Toronto, Canada. Their collective global supply chain is 80% Asia (China, India, Vietnam) 15% Canada and 5% USA. Supporting warehouses are located in Canada, USA, China, Vietnam, The Netherlands, and Brazil.

This report is a joint report and covers the financial reporting year January 1st 2024 to December 31st 2024 for Bowow Co. Inc. and its interest in Umbra Ltd. And T.C.H. Sales Inc.

Our Approach

We aim to conduct our business in an ethical manner and to develop positive relationships with our suppliers and vendors globally.

Our Supplier Vendor Agreement is regularly reviewed and refreshed. The Social Compliance Program and Policies forms part of our Vendor Agreement, which was recently re-issued to existing suppliers, and forms the basis of any new supplier engagement.

Our Vendor Agreement contains clauses enforcing our Social Compliance and Environmental Policies and retains our right to routine audit and inspect of our suppliers' premises. We aim to ensure that our suppliers are alert to the risks and communicate to us the steps they are taking to address any issues.

Each year, we undergo numerous Social Compliance Audits conducted by reputable 3rd party agencies to ensure our factory maintains strict prohibitions against child labor and forced labor. Any identified instances of non-compliance result in a failing grade, and immediate corrective action. Furthermore, our supply chain staff receive mandatory annual retraining on social compliance, covering critical topics such as child labor and forced labor prevention.

Our Policies

The Companies have policies which support its commitment to combat forced labour and Child labour which includes zero tolerance policy, no child labour, no forced or compulsory labour, fair disciplinary practices, anti-harassment and bullying, reasonable working hours and overtime, fair wages, health and safety in the workplace, equal opportunities, anti-bribery, and whistleblowing.

Our Employment Practices:

Our recruitment and employment practices contain measures to ensure there is no forced labour. These measures include:

- strictly adhere to all applicable local laws and regulations to ensure fair and equitable treatment.
- training of relevant colleagues, particularly HR and management functions, to ensure they are equipped to identify and recognise any potential instances of Forced Labour and Child Labour

Looking Ahead

We have recently conducted a reviewed of our operations and including holding meetings with key stakeholders and key supply chain partners within our business. This has and will continue to help inform our management teams of key areas to focus on across the whole business with the goal of making meaningful improvements to our existing policies.

The key areas of potential risk and areas of improvement include:

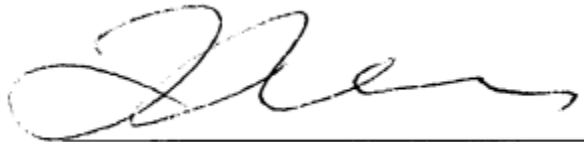
- working with supply chains in high-risk regions or partners further upstream in the supply chain, and
- enhancing the training to all staff and key supply chain partners.

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.

Full name: Leslie J Mandelbaum

Title: Chief Executive Officer

I have the authority to bind Bowow Co. Inc., Umbra Ltd., and T.C.H. Sales Inc.

A handwritten signature in black ink, appearing to read 'Leslie J Mandelbaum', is written above a solid horizontal line.