



2024 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Introduction

This report is prepared by Ceratec Surfaces ("Ceratec") in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act) for the fiscal year ending December 31, 2024.

Ceratec is dedicated to fostering labor practices that safeguard the human rights of all workers within our operations and supply chains, including the prevention and mitigation of forced labor and child labor risks. We actively collaborate with our workforce and business partners to pinpoint and eliminate, or otherwise control, any risks to individuals and the environment in which we operate.

Organizational structure, activities, and supply chain

Ceratec Surfaces is a privately held company established under the laws of Quebec. We specialize in the national distribution across Canada of ceramic and porcelain tiles, vinyl flooring, and installation systems products for residential and commercial applications. Our head office is situated in Quebec City, Quebec, and we have over 200 employees across our operations and facilities across Canada.

We are members of relevant industry associations that uphold quality and ethical standards in our sector. Ceratec is committed to contributing to our community through various initiatives.

Our product range encompasses ceramic and porcelain tiles, vinyl flooring, and installation systems. We source finished products from various regions, including Türkiye, China, Italy, Portugal, Spain and the US. We ensure to maintain strong relationships with our suppliers which provides visibility throughout our supply chain.

Steps to prevent and reduce the risks of forced labour and child labour

During this reporting year, our efforts to prevent and reduce forced labor and child labor risks in our operations and supply chain involved:

- Conducting regular audits and assessments of our suppliers to verify their adherence to our standards.
- Maintaining rigorous workplace safety standards.
- Adhering to the values and ethics outlined in our Employment Policies.
- Providing comprehensive training and development opportunities for our workforce to stay abreast of industry best practices concerning health and safety.
- Enforcing safe working conditions and fair compensation.
- Equipping managers and supervisors with the necessary tools and training to oversee and maintain safe working conditions.

Policies and due diligence processes

We recognize that safe work practices are paramount in mitigating risks to workers. Our policies and processes prioritize the protection of employee safety and human rights, and we engage with our suppliers to ensure their compliance with our expectations regarding quality and ethical labor practices.

Our Employee Handbook, applicable to all Ceratec personnel, encompasses our Code of Conduct, Business Ethics, and Health and Safety policies. These policies emphasize fostering a respectful work environment, providing safe working conditions and fair compensation, and upholding ethical business practices.

Ceratec participates in relevant safety certification programs and undergoes regular audits to maintain compliance.

Our supply chain management is centralized, with all supplier relationships overseen by our procurement team. We conduct due diligence on all vendors, including on-site visits to manufacturing facilities, to assess their operations and working conditions.

Assessing the risk of forced labour and child labour

Our policies and due diligence processes allow us to identify and address any potential risks of unsafe or unlawful working conditions within our operations. To date, we have not encountered any instances of forced labor or child labor within our direct operations or among our immediate suppliers.

We are cognizant of publicly available information regarding potential forced labor and child labor risks associated with certain raw materials in the global supply chain. Ceratec is dedicated to staying informed about these risks and continually evaluating our supply chain to identify and mitigate any potential human rights concerns.

Remediation measures and remediation of loss of income

Ceratec has established procedures to address any complaints or concerns regarding health, safety, or human rights violations. Our confidential reporting mechanisms enable employees to raise any issues without fear of reprisal.

To date, we have not received any reports or identified any incidents of forced labor or child labor within our operations or supply chain.

Employee training

We provide training to our employees regarding compliance with our policies and safety standards. We are committed to enhancing our training programs to all employees involved in the purchasing process to include specific instruction on forced labor and child labor risks in supply chains.

Assessing effectiveness

Ceratec actively monitors compliance with our policies and standards through internal and external audits. We are continually reviewing and improving our processes to ensure their effectiveness in preventing and mitigating any risks of forced labor or child labor.

Approval and attestation

In accordance with the Act, I attest that I have reviewed the information contained in this report. Based on my knowledge and having exercised reasonable diligence, I attest that the information herein is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year 2024.

Dated this 30th day of May, 2025.



Paul Raiche

Chief Executive Officer