

| Financial Year 2024 |

# Fighting Against Forced Labour and Child Labour in Supply Chains Report



Coast Limited Partnership | 794942516

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Submitted | May 31, 2025

[www.coastappliances.ca](http://www.coastappliances.ca)



## Introduction

Pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Bill S-211), this report outlines the actions taken by Coast Limited Partnership (business number 794942516) over the course of the financial year 2024 (Jan 1, 2024 – Dec 31, 2024) to assess and address risks related to forced and child labour across our operations and supply chains. This report reflects our commitment to responsible business practices and transparency in accordance with the Act’s reporting requirements.

## Contents

Introduction .....	1
Contents .....	1
Structure, Activities, and Supply chains.....	3
Policies and Due Diligence Processes .....	4
Key Activities .....	5
Risk Assessment and Remedies.....	6
Employee Training and Engagement.....	7
Measuring Initiative Effectiveness.....	7
Approval and Attestation .....	8

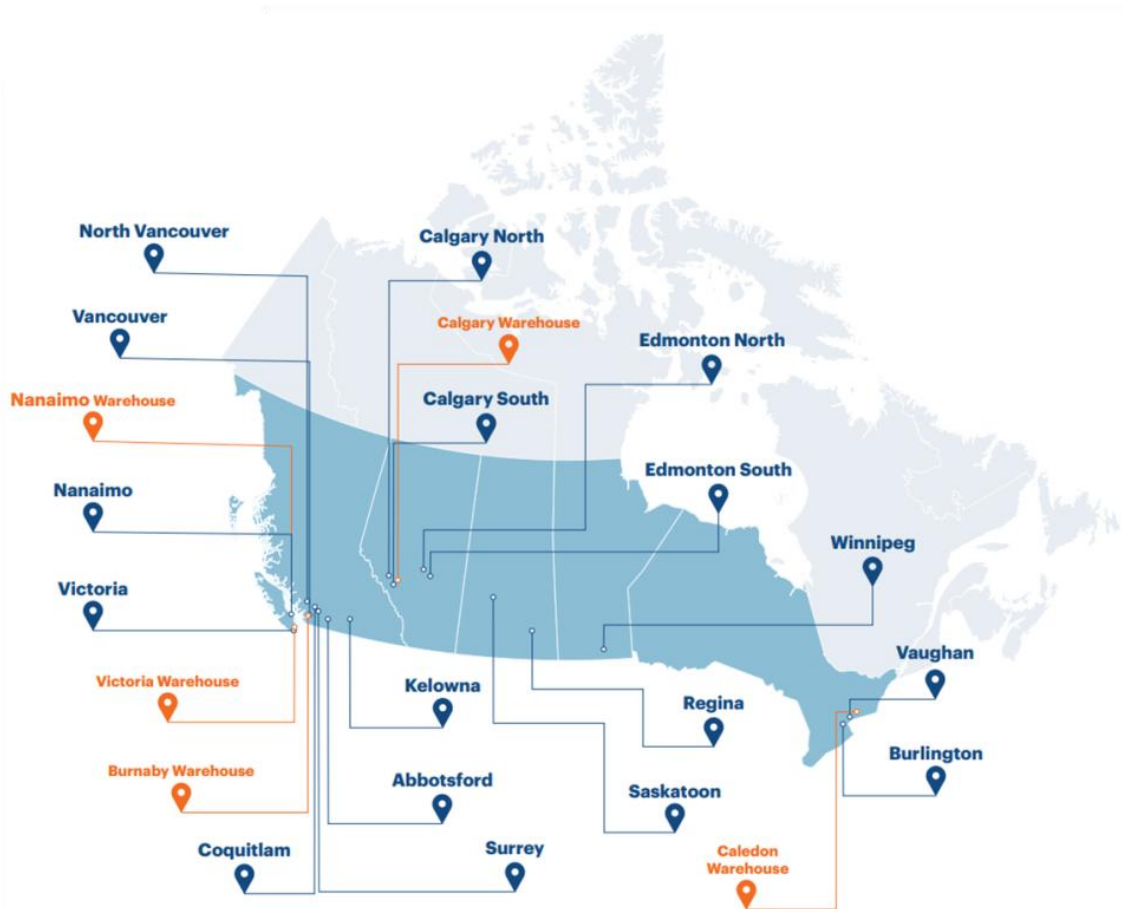


## Structure, Activities, and Supply chains

Coast Appliances, a limited partnership based in Vancouver, British Columbia, traces its origins to 1978, when it was established as Coast Wholesale Appliances Ltd. Now under the ownership of the private equity firm TriWest, the company operates under the Coast Appliances brand, with seventeen retail locations and three hub distribution centres across Canada.

Coast Appliances is dedicated to delivering a personalized retail (and small builders) experience and customized solutions for commercial clients, supported by a commitment to ethical conduct and transparency throughout its supply chain.

Coast Appliances sources its products, including household appliances and accessories, from domestic reputable manufacturers such as Whirlpool, Samsung, Electrolux, Bosch, and LG. Coast understands the importance of maintaining a sustainable and responsible company and supply chain and we commit to respecting the human rights of every individual or group connected to our business.



## Policies and Due Diligence Processes

As outlined in the previous reporting cycle, Coast maintains a strong focus on compliance with applicable Human Rights legislation, including both federal and provincial laws, as well as the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211). All employees continue to receive annual training on the Code of Conduct, with updated content to reflect evolving regulatory expectations.

The Revised Code of Conduct, applicable to all employees, trustees, directors, officers, and contractors, reaffirms Coast’s dedication to equal opportunity and non-discrimination, regardless of gender, religion, orientation, or disability, and reinforces zero tolerance for harassment in any form, in addition to our commitment to minimizing the risk of forced labour and child labour with its operations and supply chains.

Hiring and onboarding practices remain a key area of diligence. Managers are provided with targeted training and coaching to uphold ethical standards throughout the recruitment process. Coast continues to use a structured approach to hiring, including public job postings, voluntary applicant submissions, multi-stage interviews and onboarding verification.

Age verification procedures are also in place to protect young workers, with system-based alerts triggering further review by Human Resources. In addition, Coast maintains its Young and New Employee Training Policy, which is designed to ensure a safe, informed, and rights-conscious onboarding experience for young workers entering the organization.





## Key Activities

<p>Activities and Risk Identification</p>	<p>Coast does not directly import goods; we source products from well-known brands operating in Canada, which are generally considered low risk. Our risk-related activities have primarily focused on internal processes and maintaining appropriate agreements with key partners.</p>
<p>Compliance with Employment Standards</p>	<p>Adherence to the Employment Standards Branch (ESB), Employment Standards Act (ESA), and Human Rights legislation ensures ethical and legal labor practices.</p>
<p>Internal Standards and Policies</p>	<p>Maintenance of and adherence to established policies and standards including:</p> <ul style="list-style-type: none"> <li>• Code of Conduct;</li> <li>• Anti-Harassment &amp; Anti-Bullying Policy;</li> <li>• Speak Up: Whistleblower Policy; and</li> <li>• Young and New Employee Training Policy.</li> </ul>
<p>Internal Awareness and Reporting Avenues</p>	<p>The "Speak Up: Whistleblower Policy" encourages employees to report any breaches confidentially, ensuring anonymity and impartiality. We maintain established internal procedures for investigating reported or suspected cases of forced or child labor.</p> <p>Forced and child labour indicators have been integrated into our annual Hazard Assessment Review, requiring staff to understand, identify, and report risks within our operations or partners.</p>
<p>Recruitment</p>	<p>Maintained structured process ensuring voluntary applicant submissions, multi-stage interviews and age verification.</p>
<p>Training including onboarding, ongoing, and Forced Labour specific</p>	<p>Onboarding and continued training for all employees ensures comprehensive guidance around Coast policies and relevant Canadian and provincial legislation.</p> <p>Coast continues to ensure that young workers are properly trained, and their rights are protected throughout their employment.</p> <p>Since the last submission, all Managers trained in and have completed 'Forced Labour' course, to ensure awareness of rights and responsibilities.</p>
<p>Partner Agreements, Engagement, and expectations</p>	<p>Carrier Code of Conduct which addressed Forced Labour and Child Labour compliance and expectations and has been implemented in Carrier Agreements. While we have not received any resistance, if this were to happen, Coast would require Carriers to be contractually required to adopt and comply with Bill S-211.</p>

We will continue to incorporate these expectations into Supplier Agreements as they are renewed. In the meantime, our major brand partners maintain independent compliance with Bill S-211.

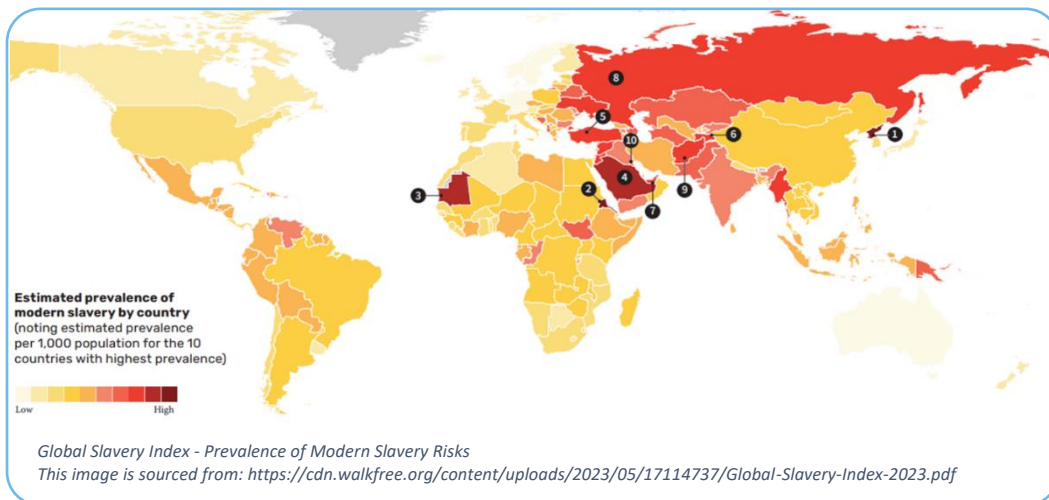
## Risk Assessment and Remedies

Coast Appliances continues to review and strengthen its internal governance, compliance frameworks, and Code of Conduct to support responsible business practices and mitigate the risk of Forced Labour and Child Labour. During this reporting period, Coast conducted an updated assessment of its operations and supply chains to identify potential areas of exposure to these risks.

Through this assessment, Coast reaffirmed that activities managed directly by its employees or established professional service providers remain low risk. However, the company acknowledges that greater risk may exist in certain areas of the extended supply chain, particularly among lower-tier manufacturers where visibility is limited. While most products are locally sourced from reputable domestic suppliers, Coast recognizes that indirect supply chain complexity may still carry residual risk.

Based on the results of this year’s review, the overall risk of forced labour and child labour within Coast’s operations and supply chains remains low. No incidents of forced or child labour were identified during the reporting period, and as such, specific remediation actions were not required.

Coast remains committed to continuous improvement in this area. Monitoring processes will continue to evolve, with a focus on strengthening supplier due diligence, enhancing internal reporting mechanisms, and supporting management in identifying and addressing emerging risks. These efforts support ongoing compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act and reflect Coast’s broader commitment to ethical sourcing and human rights.





## Employee Training and Engagement

A dedicated training module for People Managers, developed in alignment with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and supplied via ADP was successfully implemented. This module complements Coast’s existing mandatory training for People Managers, which covers recruitment, onboarding practices, and employee relations, with a strong emphasis on compliance with applicable legislation. The new module reinforces awareness of forced labour and child labour risks and supports the application of ethical practices throughout managerial responsibilities.

## Measuring Initiative Effectiveness

With the ongoing implementation of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, Coast Appliances continues to enhance its policies and procedures to assess the effectiveness of its efforts in identifying and addressing forced labour and child labour risks. Internal risk identification and governance processes remain in place and are regularly reviewed to support continuous improvement and organizational accountability.

For this reporting period, we have measured our progress against our committed areas of focus for 2024 and 2025 Financial Year:

Compliance with relevant legislation	<b>Continue to Monitor</b> labour laws within the jurisdictions in which we operate and maintain compliance to applicable laws.
Internal and External Reporting	<b>Continue to Improve</b> internal and external reporting and disclosure.
Ongoing effectiveness measures	<b>Developed</b> and measure key performance indicators to monitor effectiveness of our initiatives. These will evolve as new initiatives are implemented.
Training and Education	<b>Developed &amp; implemented</b> digital training and awareness programs for our People Managers. Coast <b>continues</b> to provide comprehensive training and onboarding for young workers, and ensure their rights are maintained by management.
Company Code of Conduct	<b>Updated</b> Company Code of Conduct to address Forced Labour and Child Labour.
Internal Reporting Procedures	<b>Maintained</b> Whistleblower Policy and Incident Investigation Policy. <b>Continue to Monitor</b> these reporting avenues for reports and indicators of forced labour.
Carrier Contracts	<b>Updated</b> Carrier Code of Conduct to address Forced Labour and Child Labour.



To strengthen our commitment to reducing the risk of Forced Labour and Child Labour practices, the following are areas of focus for 2025 and 2026 Financial Years:

<b>Continue to Monitor</b> labour laws within the jurisdictions in which we operate and maintain compliance to applicable laws.	<b>Continue to Improve</b> internal and external reporting and disclosure, and internal key performance indicators.	<b>Develop &amp; Implement</b> digital training and awareness programs for broader designated employee group.	<b>Update</b> Supplier Code of Conduct to address Forced Labour and Child Labour.
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## Approval and Attestation

Coast is committed to eradicating all risks of Forced Labour and Child Labour practices within our operations, supply chains, and business relationships. We are committed to acting ethically and with integrity, and transparency in all of our business dealings and relationships.

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 have the authority to bind Coast Limited Partnership.



William Walker  
CEO, Coast Limited Partnership  
May 31, 2025