

Annual Report
April 11, 2025

Northern Performance (Hamilton) Ltd, o/a WeatherTech Canada

WeatherTech Canada is committed to upholding human rights and ethical standards in all aspects of its operation and supply chains.

Section (1)

A new policy, Modern Slavery Act Policy, has been introduced outlining responsibilities for management, employees and suppliers as a step to help prevent and reduce the risk of forced labour or child labour. The Policy has been posted on the company's external website.

Section (2)

This report is being provided as a single entity.

Section (3)

(a) Structure, Activities and Supply Chains

WeatherTech Canada is a wholly owned Canadian company and the distributor of WeatherTech products from American manufacturer MacNeil Automotive. WeatherTech Canada is a single supplier company and sells no other non-WeatherTech products.

WeatherTech Canada sells only one product line, WeatherTech. All WeatherTech products are sourced from the American owned manufacturer WeatherTech, MacNeil Automotive.

(b) Policies and Due Diligence

A Modern Slavery Act policy has been introduced and communicated to managers and employees.

(c) Business and Supply Chain Risk

No risk has been identified.

(d) Remediation Efforts for (c) Above

n/a

(e) Loss of Income Measures

n/a

(f) Employee Training

The Modern Slavery Act policy has been communicated to all employees and is posted on the company's internal website and physical policy boards.

(g) Ensuring Supplier Adherence

Our supplier's policies and supply chain mapping are on file from our single source supplier to WeatherTech Canada.

No risk has been identified with our supplier.

Completed By:

Print Name DANIEL MOSCARDINI

Signature 