



2024 Annual Report on Forced Labour in Canadian Supply Chains

ETBO Tool & Die Inc.
May 2025

Financial Reporting Year:	January 1 – December 31, 2024
Headquartered & Located:	Ontario, Canada
Structure:	Corporation
Industry Sector:	Manufacturing: Automotive Parts & Equipment
Entity Categorization:	Canadian Business Presence & Meets Size-Related Thresholds

Prevention & Reduction of Risk that Forced or Child Labour is Used in the Production of Goods

In 2024, ETBO did not directly employ or use forced or child labour in its manufacturing processes. Revisions to our human resources procedure and a code of conduct policy were released to reflect our commitment to complying with provincial and federal human rights and employment standards. These policy updates were implemented in 2024.

Structure, Activities & Supply Chain

ETBO Tool & Die produces goods in Canada, predominantly for the automotive industry, sells those goods in Canada and exports them to other nations. We also import raw materials and sub-components to be used in the manufacturing process. Our supply chain is largely located in North America, however, many items also originate from around the world. In many cases, however, suppliers of goods are determined and contracted for us directly by our customers. In these cases, ETBO does not have control over the selection or management of the supply base.

ETBO reports to our customers annually on conflict minerals in the supply chain, per the Dodd-Frank Wall Street Reform and Consumer Protection Act (USA).

Policies & Due Diligence

In 2024, ETBO released policies and due diligence processes related to forced labour and/or child labour. ETBO has never knowingly engaged with suppliers who utilize or support forced labour or child labour.

Business and Supply Chain Risk, Assessment & Management

ETBO has not started the process of identifying supply chain risks associated with forced and child labour.

Measures to Remediate Forced & Child Labour

As ETBO has not identified forced or child labour risks in our supply chain, we have not taken any steps to remediate such risks.

Measures to Remediate Loss of Income

As ETBO has not taken any steps to remediate forced or child labour in its supply chain, we have not taken further steps to remediate the loss of income resulting from such steps.

Training

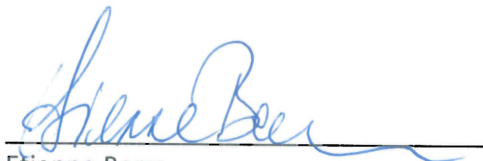
ETBO does not currently provide training to any employees on forced or child labour.

Assessment of Effectiveness

In 2024, ETBO did not have any policies or procedures in place to assess the effectiveness of efforts to reduce or eliminate forced and child labour from our supply chains.

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.



Etienne Borm

President

May 30, 2025

I have the authority to bind ETBO Tool & Die Inc.