

Canadian Modern Slavery Report

Farsound Aviation Limited, Company Registration no: 1989923 (Parent)

Farsound Aviation Inc., Business Number: 13320 438 (Subsidiary)

Reporting Period: Fiscal year ending December 31, 2024

1. Structure, Activities, and Supply Chains

Farsound Aviation Inc. is the Canadian subsidiary of Farsound Aviation Limited, a UK-based global aerospace supply chain service provider. The parent company is headquartered in Brentwood, England, and operates globally, including locations in Canada, Spain, and the United States.

Farsound Aviation Inc., based in Toronto, Ontario, provides supply chain and logistics services for aerospace engine parts. It supports both civil and military aviation customers and maintains inventory of factory-new, fully traceable aerospace parts for timely distribution across North America.

Farsound Aviation Inc. sources products through the group's global supply chain, primarily managed by the UK parent company. Suppliers are carefully selected based on long-term relationships and are expected to adhere to Farsound's ethical standards and zero-tolerance approach to forced and child labour.

2. Policies and Due Diligence Processes

Farsound Aviation Inc. aligns with group-wide policies developed and overseen by Farsound Aviation Limited. These include:

- **Code of Ethics and Business Conduct:** All employees are expected to conduct business ethically and in compliance with the law.
- **Anti-Slavery and Human Trafficking Policy:** Outlines the group's commitment to preventing modern slavery in its operations and supply chains.
- **Supplier Terms and Conditions:** Require suppliers to comply with applicable laws and Farsound's anti-slavery standards.
- **Employee Handbook:** Updated in 2024, it includes policies on ethics, anti-slavery, equal opportunities, and whistleblowing (being implemented in Canada in 2025).

These policies are actively communicated across the organization, including to Farsound Aviation Inc.'s Canadian workforce.

3. Risk Assessment and Management

Farsound assesses the risk of forced and child labour across its supply chains and operations as **low**, based on:

- The nature of its business (aerospace parts distribution in developed markets);
- Established long-term relationships with reputable suppliers;
- Internal policies and supplier due diligence processes; and

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- A clean record of non-compliance or incidents across its operations.

Nonetheless, risk assessments are ongoing, and emerging risks in high-risk geographies or sectors will be monitored through both internal audit and supply chain management practices.

4. Remediation Measures

As of the date of this report, Farsound Aviation Inc. has not identified any instances of forced labour or child labour requiring remediation.

Should such risks be identified, the company is committed to working with internal and external stakeholders to develop a corrective action plan in line with international human rights standards.

5. Training

All employees of Farsound Aviation Inc., including those in supply chain and procurement roles, have access to third party developed training modules covering:

- Modern Slavery Awareness (including forced and child labour)
- Ethical Business Conduct
- Anti-Bribery and Corruption
- Equality and Diversity

These training modules are mandatory, include tests and training is refreshed regularly to ensure ongoing awareness and compliance.

6. Assessing Effectiveness

Farsound Aviation Inc. assesses the effectiveness of its anti-slavery practices through:

- Policy reviews and updates
- Tracking completion of employee training modules
- Supplier onboarding and monitoring practices
- Internal whistleblowing procedures (being implemented in Canada in 2025) and incident tracking

The company is committed to continuous improvement and aims to refine its approach as regulatory expectations and industry standards evolve.

This report was approved by the Board of Directors of Farsound Aviation Ltd.

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In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.

Signed:

A handwritten signature in black ink that reads "Chris Knott". The signature is written in a cursive, slightly slanted style.

[Chris Knott \(May 28, 2025 12:15 GMT+1\)](#)

Chris Knott
Director
May 28, 2025