

# Modern Slavery Report

## Introduction

This statement sets out Maritime Beauty Supply Co. Ltd.'s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending April 30, 2025

As part of the Canadian professional beauty distribution and retail sector, the organisation recognizes that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### 1. Organizational structure, activities and supply chains

This statement covers the activities of Maritime Beauty Supply Co. Ltd.:

Maritime Beauty Supply Co. Ltd. is a proudly Canadian company headquartered in Halifax, Nova Scotia. As a full-service business-to-business (B2B) distributor of professional beauty products, Maritime Beauty Supply Co. Ltd. operates across the Maritime provinces of Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland and Labrador, supplying salons, spas, and licensed professionals. Maritime Beauty Supply Co. Ltd. is committed to delivering high-quality products, education, and services, upholding its longstanding pledge of “*service that exceeds expectation.*”

In addition, Coastal Beauty, a division of Maritime Beauty Supply Co. Ltd., operates as a business-to-consumer (B2C) e-commerce platform, retailing beauty products directly to individual consumers across all Canadian provinces.

Maritime Beauty Supply Co. Ltd. operates exclusively in Canada as a non-manufacturing distributor and retailer, with product sourcing and supplier relationships based in North America, including Canada and the United States.

### 2. Policies and due diligence processes in relation to forced labour and child labour

- a. **Policies:** The organisation is in the final stages of developing and enhancing the following key policies and will be implementing and communicating them shortly. These policies outline the organisation's approach to identifying modern slavery risks and the steps to be taken to prevent slavery and human trafficking in its operations. A copy of these policies may be requested by contacting [hr@maritimebeauty.com](mailto:hr@maritimebeauty.com).
  - **Employee Code of Conduct:** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour. As part of ongoing improvements, the Code is being enhanced to include specific guidance related to operations abroad and the management of supply chain relationships and will be formally communicated to all stakeholders.
  - **Whistleblowing Policy:** The organisation encourages all its workers, customers and other business partners to report any concerns related to its direct operations or supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to support confidential disclosures without fear of retaliation. As part of ongoing improvements, this policy is currently being implemented and will be formally communicated to all stakeholders.
  - **Supplier Code of Conduct:** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship. As part of our ongoing improvements, this policy is currently being implemented and will be formally communicated.

- **Survey:** The organisation requires all existing and new partners to confirm they have appropriate processes and measures in place to mitigate the risks of slavery and human trafficking. As part of our ongoing improvements, this initiative is currently being implemented and will be formally communicated.
- **Corporate Social Responsibility:** The organisation is committed to ethical sourcing, sustainability, and positive social impact, with a strong focus on upholding labour rights throughout the value chain. As part of our ongoing improvements, this policy is currently being implemented and will be formally communicated.

#### **b. Due diligence processes:**

The organisation undertakes informal due diligence processes when considering taking on new suppliers, and regularly reviews its existing supply chain. We are in the process of formally documenting our process and procedures and will ensure that child labour and slavery is considered in those as we finalize.

#### **The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk**

The following is the process by which the organisation whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

We have developed a survey for our supply chain partners to establish a consistent understanding and baseline documentation of their self-reported information on slavery and human trafficking. As part of our ongoing improvements, this initiative is currently being implemented and will be formally communicated.

As a non-manufacturing distributor and retailer with product sourcing and supplier relationships in North America, including Canada and the United States, and with all our employees based in Canada, we believe the risk in relation to slavery or human trafficking is low.

#### *High-risk activities*

The following activities are considered to be at high risk of slavery or human trafficking:

None identified based on current practice

#### **Any measures taken to remediate any forced labour or child labour**

During the year ended April 30, 2025, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

#### **Any measures taken to remediate loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains**

During the year ended April 30, 2025, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

#### **The training provided to employees on forced labour and child labour**

The organisation requires staff working in supply chain, HR, and all managers within the organisation to complete training on modern slavery as a module within the organisation's wider human rights/ethics/ethical trade training programme. The training will be to be completed by August 31, 2025.

#### **The organisation's planned modern slavery training will include:**

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;

- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

**How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains**

The following are the steps taken to monitor the effectiveness of our current process to manage the risk of forced labour and child labour:

Although the organisation did not have any formal processes in place to assess its effectiveness in ensuring that forced and child labour are not being used in its supply chains, they intend to implement formal assessment procedures in 2025.

**Approval**

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.

**Sanaz Vakili**  
**Senior Director, People & Communications**  
**May 31, 2025**



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**\*I have the authority to bind the organisation**