

Bill S-211 – Statement Regarding Modern Slavery / Child Labour

Prepac manufactures and distributes ready-to-assemble (RTA) home furniture. Our manufacturing facilities are located both in Canada and the USA. Most of our inputs are made in North America, although we source a small percentage of furniture inputs from Asia and South America (<10% of raw materials and inputs at time of reporting).

Code of Conduct

Our Supplier Code of Conduct requires suppliers and subcontractors to, among other things, abide by applicable employment standards, labour, non-discrimination, and human rights legislation. Where applicable laws do not prohibit human rights discrimination, or where they allow for differential treatment, we expect suppliers and subcontractors to be committed to non-discrimination principles and not to operate in a way that unfairly differentiates between individuals. Our supplier Code of Conduct includes terms relating to Supplier Code compliance. Suppliers must be able to demonstrate that they have policies and procedures in place to confirm that: child, forced or compulsory labour is not used; human rights discrimination and harassment are prohibited; retaliation for speaking up is prohibited and employees are free to raise concerns and speak up without fear of reprisal; appropriate and reasonable background screenings, including investigations for prior criminal activity to support the integrity and good character of the supplier's employees have been conducted; clear and uniformly applied employment standards are used that meet or exceed legal and regulatory requirements

Modern slavery, including but not limited to forced labour, and child labour, and human trafficking are contrary to our Purpose, Vision and Values. We do not tolerate slavery or human trafficking in our organization or in those of our suppliers and subcontractors. We hold ourselves to the highest standards and expect employees of Prepac to act with integrity and comply with the letter and spirit of the laws, regulations and rules that apply to Prepac in the jurisdictions where we operate.

Risk of Modern Slavery in our Operations and Supply Chain


We have risk assessment and due diligence programs in place for suppliers including confirmation that suppliers acknowledge acceptance of the Supplier Code expectations. We risk assess suppliers at the inception of the business relationship, and review risk profiles on an ongoing basis. If a supplier is flagged for human rights risk, they will be subject to enhanced due diligence. We utilize the US Dept of labour "List of Goods Produced by Child Labour or Forced Labour" to help assess supplier risk by both Country and product type.

Training

Our senior supply chain leadership team has been trained on this Code of Conduct to ensure Suppliers are appropriately risk assessed and reviewed for compliance with forced labour and child labour in our supply chain.

Assessing our effectiveness

We continue to assess and refine key performance indicators to measure our success in operationalizing the commitments in our Human Rights Position Statement and continuously improve our approach to human rights. We will continue to assess and update our policies and practices to address new challenges and to align with legal requirements and leading industry standards.



Nick Bozikis, CEO

May 23, 2025

Date