

Fighting Against Forced Labour and Child Labour in Supply Chains Act Stormtech- 2025 Reporting

1. Report Scope:

This report pertains to STORMTECH PERFORMANCE APPAREL LTD., addressing the reporting requirements outlined in Bill C-211 for the financial year spanning June 1st, 2023, to May 31st, 2024.

2. Entity Information:

Legal Name: STORMTECH PERFORMANCE APPAREL LTD

Business Number (CRA): 103970406RC0001

Joint Report: No

Revised Version: No

3. Financial Details:

Financial Reporting Year: June 1st, 2023, to May 31st, 2024

4. Entity Categorizations:

Canadian Business Presence:

- Has a place of business in Canada
- Does business in Canada
- Has assets in Canada

Size-related Thresholds:

- At least \$20 million in assets for at least one of the two most recent financial years
- Generated at least \$40 million in revenue for at least one of the two most recent financial years

5. Sector and Industry:

Operational Sectors/Industries:

- Manufacturing/processing
- Wholesale trade
- Retail trade
- Warehousing and distribution

6. Location Details:

Headquarters/Principally Located: Canada

Province/Territory: British Columbia

7. Additional Reporting:

Subject to Reporting in Other Jurisdictions: No

8. Annual Report - Prevention of Forced Labor and Child Labor:

In the previous financial year, STORMTECH took comprehensive measures to prevent and mitigate the risk of forced labor and child labor at all stages of production and import.

Below are the specific steps and initiatives undertaken:

Mapping Activities:

STORMTECH initiated an in-depth mapping of its activities and supply chains to identify potential areas of risk related to forced labor and child labor.

Conducting Internal Risk Assessment:

An internal assessment was conducted to evaluate and identify risks associated with forced labor and child labor within the organization's activities and supply chains.

Due Diligence Policies and Processes:

STORMTECH implemented due diligence policies and processes aimed at identifying, addressing, and prohibiting the use of forced labor and child labor in its activities and supply chains.

Supplier Requirements:

STORMTECH instituted policies mandating suppliers to have their own comprehensive measures, including policies and procedures, to identify and prohibit the use of forced labor and child labor in their activities and supply chains.

Standards, Codes, and Compliance:

STORMTECH established and adhered to anti-forced labor and child labor standards, codes of conduct, and compliance checklists to ensure ethical practices throughout its supply chain.

Supplier Auditing and Monitoring:

Regular audits of suppliers were conducted by third parties to assess compliance with established standards, with ongoing monitoring to track and address any deviations.

Engagement with Supply Chain Partners:

STORMTECH is actively engaged with supply chain partners to collaborate on addressing the critical issue of forced labor and child labor, fostering a collective commitment to ethical practices.

9. Entity Structure and Activities:

The structure of STORMTECH PERFORMANCE APPAREL LTD. is accurately described as a Corporation.

Entity Activities:

STORMTECH is engaged in various activities related to the production and distribution of apparel, bags, and accessories, both within Canada and outside Canada.

10. Forced Labor and Child Labor Policies and Due Diligence

Policies and Governance

STORMTECH maintains policies and procedures designed to prevent and mitigate the risk of forced labor and child labor within its operations and global supply chain. These policies form part of the company's broader responsible sourcing and ethical business conduct framework.

Supplier Expectations and Standards

Suppliers are required to comply with STORMTECH's Supplier Code of Conduct, which prohibits forced labor, child labor, human trafficking, and any form of involuntary or coercive labor practices. Compliance with these requirements is a condition of doing business with the company and forms part of supplier onboarding and ongoing engagement.

Risk Identification and Assessment

STORMTECH applies due diligence processes to identify and assess potential risks within its supply chain. These processes include evaluating suppliers during onboarding, monitoring production partners, and considering geographic and operational risk factors associated with manufacturing locations.

Monitoring and Corrective Actions

The company monitors supplier compliance through internal oversight and third-party social compliance assessments where applicable. Where potential issues or risks are identified, suppliers are expected to implement corrective action plans to address and resolve the findings within defined timelines.

Continuous Improvement and Transparency

STORMTECH continues to strengthen its supply chain oversight and documentation processes to support responsible sourcing. The company communicates expectations to internal teams and suppliers and reviews its policies and due diligent practices periodically to align with evolving regulatory requirements and industry standards.

11. Identification of Forced Labor and Child Labor Risks:

STORMTECH continues to assess potential risks of forced labor and child labor across its operations and supply chain. This assessment forms part of the company's ongoing responsible sourcing and supplier due diligence processes.

The company recognizes that risks associated with forced labor and child labor can vary by region, industry, and production practices. As a result, STORMTECH periodically reviews supplier locations, manufacturing activities, and compliance information to identify potential areas of elevated risk and to support informed sourcing decisions.

Current Risk Findings

Based on the company's current monitoring, supplier engagement, and available audit and compliance information, STORMTECH has not identified any confirmed instances of forced labor or child labor within its operations or among its manufacturing partners.

STORMTECH acknowledges that supply chain risks can evolve over time and therefore continues to monitor supplier practices and maintain oversight through its supplier standards, compliance expectations, and internal review processes.

Remediation Measures

As no confirmed cases of forced labor or child labor were identified during the reporting period, no remediation measures were required.

Income Loss Remediation

Similarly, no actions were required to address loss of income to vulnerable families resulting from the elimination of forced labor or child labor within STORMTECH's operations or supply chain during the reporting period.

STORMTECH remains committed to strengthening its monitoring practices and continuing to review its supply chain to identify and address any emerging risks.

12. Employee Training on Forced Labor and Child Labor:

STORMTECH continues to support employee awareness and training on responsible sourcing practices, including risks related to forced labor and child labor.

Training is provided through participation in industry webinars, compliance seminars, and internal information sharing. These sessions cover emerging regulatory expectations, supply chain risk awareness, and best practices for ethical sourcing.

Employees who are directly involved in sourcing decisions, supplier management, and factory compliance are expected to participate in this training, as they play a key role in identifying risks and ensuring adherence to the company's supplier standards.

Educational resources and updates are periodically shared with relevant teams to reinforce responsible sourcing principles and strengthen understanding of labor-related risks in global supply chains.

13. Policies and Procedures to Assess Effectiveness:

STORMTECH maintains processes to evaluate the effectiveness of its policies and procedures designed to prevent forced labor and child labor within its operations and supply chains. These processes include ongoing review of supplier compliance information, monitoring of supplier performance, and internal oversight across sourcing, product development, and compliance functions. Where appropriate, information from third-party compliance assessments and supplier engagement is considered in evaluating supply chain practices. The company periodically reviews its policies and procedures to support continuous improvement and to align with evolving regulatory requirements and industry expectations related to responsible supply chain management.

14. Methods Used to Assess Effectiveness:

STORMTECH applies several methods to assess the effectiveness of its policies and procedures aimed at preventing forced labor and child labor within its operations and supply chain.

Policy Review and Oversight

The company periodically reviews its internal policies, supplier standards, and related procedures to ensure they remain aligned with responsible sourcing practices and evolving regulatory expectations. These reviews support continuous improvement of the company's ethical sourcing framework.

Monitoring and Performance Indicators

STORMTECH monitors relevant indicators through supplier engagement, compliance information, and available third-party audit findings where applicable. These reviews consider factors such as supplier compliance results, corrective actions taken, and adherence to contractual requirements that prohibit forced labor and child labor.

Independent Assessments

Where appropriate, STORMTECH relies on third-party social compliance programs and supplier audits conducted by independent organizations to provide additional oversight of labor practices within manufacturing facilities.

Supplier Engagement

The company works with suppliers to reinforce expectations related to ethical labor practices and to address any identified issues through corrective action and follow-up monitoring. Supplier compliance and cooperation are considered in maintaining and strengthening long-term partnerships.

Through this combination of policy review, monitoring, independent assessments, and supplier engagement, STORMTECH continues to evaluate and strengthen the effectiveness of its efforts to prevent forced labor and child labor within its activities and supply chains.

This report has been prepared to meet the reporting requirements of **Fighting Against Forced Labour and Child Labour in Supply Chains Act**, and reflects STORMTECH Performance Apparel Ltd.'s activities and oversight during the applicable reporting period.

Information contained in this report reflects the company's practices during the reporting year and may evolve as STORMTECH continues to strengthen its responsible sourcing and supply chain monitoring practices.

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.

Full name; Blake Annable

Title; Founder and Chairman

Date;

Signature;




I have the authority to bind STORMTECH.

Full name; Shane Brett

Title; CEO

Date: March 10, 2026

Signature, 

I have the authority to bind STORMTECH.