

Swish Maintenance Limited
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Modern Slavery Statement for the Financial Year ended September 30, 2024

Swish Maintenance Limited

Financial Reporting Year: October 1, 2023- September 30, 2024

Report Version: 1.0

Business Number: 105105191

Categorization: Entity

Sector/Industry: Janitorial and Sanitation Products Distribution

Location: National

Our Commitment to Responsible Supply Chains and Respect for Human Rights

This statement is made pursuant to *The Fighting Against Forced Labour and Child Labour in Supply Chains Act SC 2023, c 9*, (the “Act”). This annual report outlines the approach and initiatives by Swish Maintenance Limited (“Swish”) to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year commencing October 1, 2023, and ending September 30, 2024.

Our commitment to responsible distribution is grounded in the principles that have guided us since our founding in 1956. As a Canadian-owned and operated business, we began our operations with a focus on providing our customers with high-quality cleaning products.

Over the years, we have grown into a leading provider of sanitation and maintenance solutions across Canada. We proudly support a wide range of clients across various sectors, including Education, Healthcare, Property Management, Building Service Contractors, Manufacturing, Industrial, and Farming, among others, through our product expertise and local distribution networks.

Our goal is to help organizations operate cleaner, safer, and more sustainably through reliable access to high-quality products, responsive service, and responsible business practices.

The content of the report has been organized in accordance with the information required by the Act.

Corporate Structure & Activities

Swish was established in 1956 and is headquartered in Peterborough, Ontario, Canada. It is a privately held, family-owned company and a subsidiary of the Swish Group of Companies. Swish distributes cleaning products across Canada. Swish currently has 13 locations across Canada, and two central distribution warehouses located in Peterborough and Winnipeg.

The Company’s Supply Chain

Swish’s supply chain comprises over 300 Tier I, II, and III vendor partners for products distributed to end users. Swish’s supply chain is an integral part of its business, and it sources the majority of its products from countries with regulated environments or deemed low risk with respect to forced and child labour. In 2024, 100% of our Tier I direct imported

products were sourced from Canadian and American vendors. Imports from the United States include a mix of cleaning equipment, parts, tools & accessories, and paper products. In the 2025 financial year, Swish launched a country-of-origin mapping initiative to better understand and document the geographic sources of its materials and components.

We are committed to complying with all local laws and regulations, and we expect our supply chain and partners to comply with all applicable laws and regulations as required by the government or any regulatory authority. At all times, Swish holds and maintains the necessary licenses, registrations or other certifications as required by the Government or regulatory authority.

Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

In support of responsible sourcing and legal compliance, Swish has embedded requirements into its vendor agreement, which includes the following clause:

"Swish is committed to complying with all applicable laws and regulations related to forced labour. This includes, but is not limited to, the Canadian Modern Slavery Act (Bill S-211) and other relevant international standards. In signing this agreement, the vendor acknowledges that Swish reserves the right to conduct regular assessments of our suppliers to evaluate their compliance with our forced labour prevention standards. This includes a review of their labour practices, recruitment processes, and working conditions. Furthermore, in signing this agreement, the vendor acknowledges that all processes (including but not limited to manufacturing, warehousing, and transporting) comply with the terms outlined in Bill S-211."

Swish maintains employee policies that prescribe duties, responsibilities, and expectations of employment. This includes workplace policies and procedures to operate in compliance with provincial employment standards, human rights, and occupational health and safety legislation. Swish is taking steps in 2025 to develop more child and forced-labour specific policies and procedures.

Steps taken in 2024:

In the 2024 financial year, Swish made efforts to examine the Act to better understand how the legislation impacts Swish's supply chain activities and to be able to clearly articulate their needs related to forced labour and child labour to Swish's suppliers. Swish has taken steps towards preparing a formal forced labour and child labour policy. Additionally, Swish has performed a risk assessment on its supply chain, the results of which are summarized below. In support of responsible sourcing and legal compliance, Swish has embedded modern slavery requirements into its vendor agreement. In addition, Swish is actively seeking qualified third-party auditors to conduct comprehensive assessments of its supply chain practices. In the 2025 financial year, Swish launched a country-of-origin mapping initiative to better understand and document the geographic origins of its materials and components. These initiatives are part of Swish's broader commitment to transparency, ethical sourcing, and continuous improvement in supply chain due diligence.

The Parts of the Business and Supply Chains That Carry a Risk of Forced or Child Labour Being Used and the Steps Taken to Assess and Manage That Risk

While Swish prides itself on dealing with trusted and reputable suppliers and partners, Swish is aware that risks may be present in its global supply network. Moving forward, Swish will be working to identify specific risks of forced labour and child labour that may exist in its supply chain. It is aware that certain regions, goods, and industries may be associated with higher risks.

Based on a 2024 assessment of our imports, 14 of approximately 300 Tier 2 and Tier 3 suppliers were identified as higher risk due to their country of origin. The countries of origin for these goods were China, Bangladesh, and Indonesia. Swish is currently assessing these results and will develop a plan to manage the risks accordingly during its next fiscal year.

Remediation Measures/Actions Taken:

Swish has not identified any forced labour or child labour in its activities or supply chains. As such, it has not taken any remediation measures.

Income Remediation Measures:

Swish has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any income remediation measures.

Training and Awareness Activities for Employees

Swish is in the process of assessing what training on forced labour and child labour may be appropriate and is considering which employees should receive this training.

Assessing Effectiveness in Ensuring That Forced Labour and Child Labour Are Not Being Used in the Company's Business and Supply Chain Activities

Swish has placed trust in its vendors and suppliers and is aware that it can continually improve its accountability and transparency in the supply chain regarding forced and child labour. Swish is currently assessing what measures may be appropriate in the future.

Approval and Attestation

This report was approved by Timothy Ambler, CEO, on May 30, 2025.

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 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. For clarity, I am providing this attestation in my capacity as CEO of Swish Maintenance Ltd, and not in my personal capacity.



Timothy Ambler
Chief Executive Officer
Swish Maintenance Ltd
I have the authority to bind Swish Maintenance Ltd
May 30, 2025