



About this Statement

TA Appliances Inc. (“TA”) has prepared this report in accordance with the Fighting Against Forced Labour in Canadian Supply Chains Act, Bill 211. This report outlines the approach and actions the Company has taken during the reporting period to fully understand the risks of forced labour in its operations and supply chain and details our ongoing efforts to reduce and mitigate these risks.

TA holds its ethics and moral responsibilities at the highest levels. The Company firmly supports that any form of modern-day slavery is intolerable within the organization and supply chain. This report reflects TA’s unwavering commitment to identifying, preventing, and addressing forced labour in all its forms, ensuring a safe and equitable working environment for all individuals involved in its operations.

Structure, Operations and Supply Chain

1. Structure and Operations

TA Appliances is a family-owned Canadian company with a heritage dating back to 1906. Headquartered in Kitchener, Ontario, TA operates as a leading retailer of appliances and barbecues, known for its high-quality products and customer-focused in-store and in-home service.

TA has expanded to four retail locations in Ontario, currently operating in:

- Kitchener
- Barrie
- Brantford
- Mississauga

With the rapidly growing development of the Waterloo region, TA recognized a niche market and created a builder division focusing on developers, builders, contractors and property managers. With exceptional service and strong relationships TA has expanded the builder division to all over Ontario.

The executive leadership team drives the strategic vision and ensures adherence to our ethical governance.



2. Supply Chain

TA sources appliances for both retail and builder divisions through a centralized buying team located in Kitchener, Ontario. Products are primarily sourced from Canadian suppliers, with some goods originating from the Midwestern United States. All suppliers are large, reputable companies known for compliance with international standards

Policies and Due Diligence

TA understands that by setting up comprehensive policies and processes, it will strengthen its position against forced labour in all operations. TA's commitment is aligned with the requirements set forth in Bill 211, aiming to eliminate forced labour and ensure ethical practices across all levels of our organization and supply chain.

1. Charter of Rights

The Charter of Rights at TA sets forth the Company's commitment to maintaining the highest ethical standards across all areas of employment. This policy articulates our dedication to providing equal opportunity and fair treatment to all employees, ensuring that fairness, respect, and decency are the cornerstones of our organizational culture.

All employees are expected to adhere to the highest ethical standards, which include treating colleagues with respect, fostering an inclusive work environment, and upholding integrity in all professional interactions. Ethical behavior is not only a requirement but a fundamental value that drives the corporate ethos.

2. Statement of Acknowledgement Policy

Every new employee at TA is required to sign a Statement of Acknowledgement. This document is a critical part of the onboarding process and serves to communicate the expectations regarding employee conduct. By signing this statement, employees acknowledge their understanding and acceptance of these expectations, which include compliance with all federal and provincial laws.

The Statement of Acknowledgement explicitly outlines that any form of conduct violating federal or provincial laws, such as harassment, violence, or forced labour, is strictly prohibited. This policy underscores that any violation will result in immediate termination.



3. Supply Chain Due Diligence Policy

TA is committed to preventing forced labour in its supply chain. Our procurement team engages with trusted, well-established suppliers predominantly in Canada and the United States—regions considered low-risk for forced and child labour per the Walk Free Global Slavery Index.

In 2024, no formal supplier audits or compliance reviews were conducted. However, TA acknowledges the need for enhanced vigilance and transparency and is in the early stages of implementing a Supplier Ethical Sourcing Code of Conduct. Once finalized, this Code will require suppliers to commit in writing to ethical sourcing practices. We believe most of our suppliers are already subject to similar legal and ethical standards under Bill S-211.

4. Employee Training

TA is currently evaluating the development of a training program aimed at supply chain staff. The program will address:

- Identifying red flags in supplier relationships
- Business ethics and anti-corruption measures
- Child and forced labour risks
- Procedures for reporting unethical conduct

Training will be extended to relevant staff once finalized.

Risks of Forced Labour and Child Labour Practices in our Supply Chain

TA's purchases goods for resale from North American suppliers. TA has not had any substantive discussions with their North American suppliers as the company operates in a low-risk environment for forced or child labour according to the Walk Free Global Slavery Index. The company believes there is a lower likelihood of encountering forced labour within the tier 1 segment of the supply chain.

Onward seeks to partner with suppliers that ensure a fair and ethical workplace, where the highest standards of human rights are upheld. Product and parts are supplied by reputable companies,



however there is a risk that a supplier of some product or parts may contribute, knowingly or unknowingly, to modern slavery practices.

Actions Taken to Remediate

No instances of forced or child labour were identified or reported within TA's operations or supply chain in 2024. As a result, no remediation measures were necessary during this reporting period.

Effectiveness and Next Steps

TA is committed to strengthening its practices to combat modern slavery. While this year's activities were foundational, the Company recognizes the need for ongoing progress. Over the next 12 months, TA will:

1. Enhance modern slavery awareness program for those involved in procurement to continue to build on their understanding of the risks in modern slavery.
2. Review and update all policies and practices to directly incorporate the culture of zero tolerance on forced labour and child labour.
3. Launch a Supplier Ethical Sourcing Code of Conduct and/or distribute supplier questionnaires to better understand the human rights practices of our partners

This report has received approval from TA Appliances Inc. Board of Directors.

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.

Signature:

A handwritten signature in blue ink, appearing to read 'Terry Witzel', is written over a light blue horizontal line.

Full Name: Terry Witzel
Title: President
Date: May 23, 2025