



Fiscal 2025 Report on Act S-211 Forced and Child Labour Prevention and Reduction

In compliance with the regulations outlined in the Act on Forced and Child Labour Prevention and Reduction, Trylon TSF submits its annual report to the Minister of Public Safety. This report encompasses the efforts undertaken by Trylon TSF to prevent and mitigate the risk of forced or child labour within its production processes, and the supplementary information required by the Act.

Annual Report: S-211 Forced and Child Labour Prevention

Reporting Entity's Legal Name: Trylon TSF Inc.

Financial Reporting Year: April 1, 2024 - March 31, 2025

Identification of Revised Report: This report represents the revised version dated May 24, 2024.

Business Number(s): 123190928

Identification of Joint Report: This report is solely prepared by Trylon TSF.

Identification of Reporting Obligations in Other Jurisdictions: Trylon TSF is committed to compliance with all relevant legislation and regulations related to forced and child labour prevention in the locations where it operates.

Entity Categorization According to the Act: Trylon TSF is classified as a small business per the provisions outlined in the S-211 Forced and Child Labour Prevention Act. Trylon has a place of business in Canada, does business in Canada, and has generated more than \$40 million in revenue.

Sector/Industry: Manufacturing (mainly Telecommunications)

Location: 21 South Field Drive, Elmira, Ontario

Executive Summary:

Trylon TSF is dedicated to upholding ethical labour practices and ensuring the prevention of forced and child labour within its operations and supply chain. This annual report provides an overview of our efforts, initiatives, and achievements in combating forced and child labour during the financial year ending March 31, 2024.

Compliance and Governance:

Throughout the reporting period, Trylon TSF has complied with all applicable laws and regulations concerning forced and child labour prevention, as stipulated in the S-211 Forced and Child Labour Prevention Act. Our commitment to ethical labour practices is overseen by Human Resources, which ensures alignment with legal requirements and international standards.

Risk Assessment and Mitigation:

Trylon TSF conducts regular risk assessments to identify and address potential vulnerabilities to forced and child labour within its operations and supply chain. We have implemented measures to mitigate these risks, including supplier audits, due diligence processes, and employee training programs focused on promoting ethical labour practices.

Supplier Engagement:

We maintain transparent and collaborative relationships with our suppliers to ensure alignment with our commitment to preventing forced and child labour. Through ongoing communication and supplier engagement initiatives, we work with suppliers to address any identified issues and support continuous improvement in labour standards. The Act requirements have been built into our Purchase Order agreements and mandated in our Quality Supplier Manual.

Training and Awareness:

Trylon TSF invests time in training and awareness campaigns to educate employees and suppliers about the importance of ethical labour practices and the consequences of engaging in forced or child labour. We provide resources and support to empower individuals to recognize and report any instances of non-compliance. Training and quiz records are maintained annually for each employee.

Monitoring and Reporting:

Continuous monitoring and evaluation are integral to our approach to forced and child labour prevention. We regularly assess our progress, track key performance indicators, and report on our findings to internal stakeholders and regulatory authorities as required.

Conclusion:

In conclusion, Trylon TSF remains committed to combating forced and child labour within its operations and supply chain. We recognize the importance of ongoing diligence, collaboration, and transparency in addressing this critical issue and reaffirm our commitment to upholding the highest standards of ethical conduct.


Contact Information:

For inquiries regarding this annual report or Trylon TSF's forced and child labour prevention initiatives, please contact:

Jessica Hart
Supply Chain Manager
Trylon TSF

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.”

- Calvin Hounsell
- Chief Operating Officer
- May 31, 2025

 I have the authority to bind Trylon TSF Inc.

