

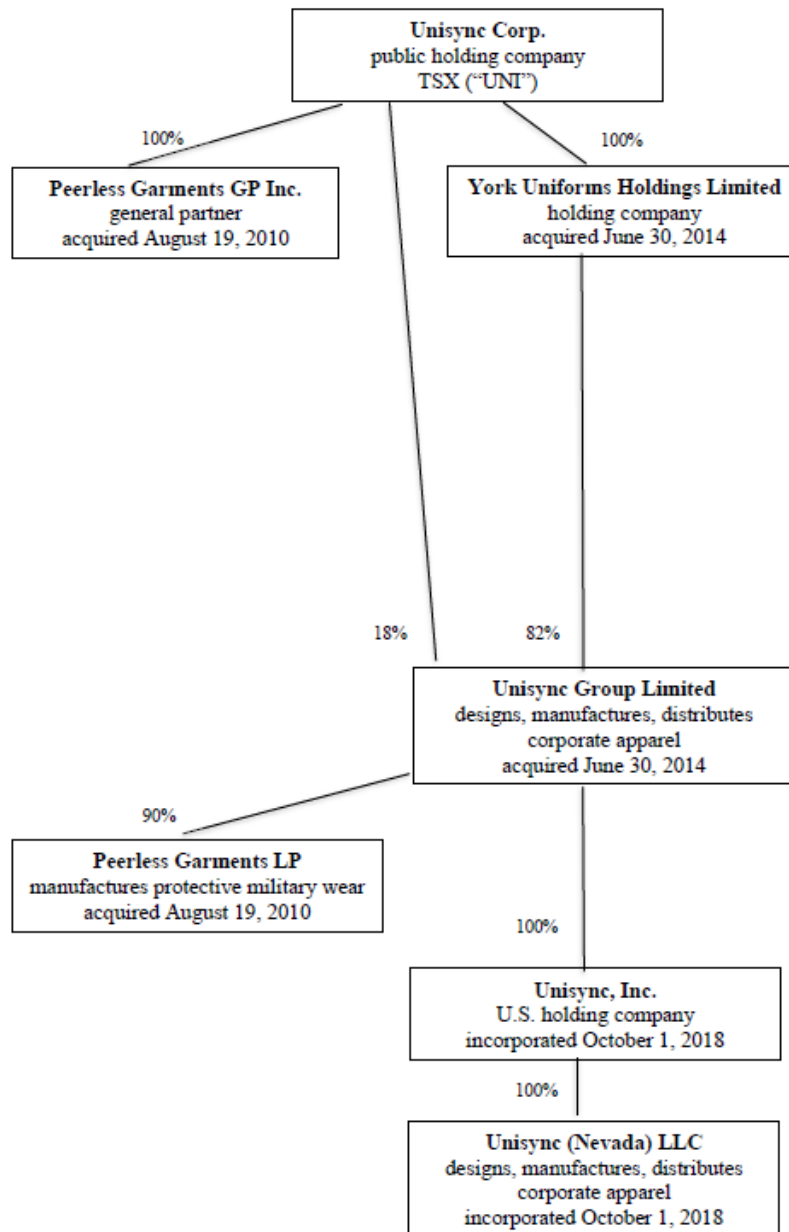


## BILL S-211

<b>Entity name:</b>	Unisync Corp
<b>Financial reporting year:</b>	Fiscal year Oct 1, 2024-Sept 30, 2025
<b>Report version for this fiscal year:</b>	First report
<b>Business number:</b>	EHT-1109-5868
<b>Identification of a joint report:</b>	Not a joint report
<b>Identification of reporting obligations in other jurisdictions:</b>	Not obligated to report in other jurisdictions
<b>Entity categorization according to the act:</b>	Corporation
<b>Sector/industry:</b>	Manufacturing
<b>Suite 1328, 885 West Georgia Street, Vancouver, BC, V6C 3E8</b>	



## Structure, Activities and Supply Chain



Unisync operates through two business units: Unisync Group Limited (“UGL”) with operations throughout Canada and the USA and 90% owned Peerless Garments LP (“Peerless”), a domestic manufacturing operation based in Winnipeg, Manitoba.

The business units are engaged in the following activities:

- Manufacturing goods within Canada.
- Selling goods both within Canada and internationally.
- Distributing goods within and outside of Canada.
- Importing goods into Canada from foreign sources (China, Vietnam, Indonesia, Bangladesh, Europe).
- Overseeing entities involved in the production, sale, distribution, or importation of goods, whether in Canada or overseas.

Within the Manufacturing sector, Unisync Corp is involved with the following industries:

- Textile Mills
- Textile Product Mills
- Apparel Manufacturing
- Leather and Allied Product Manufacturing

Peerless Garments LP, based in Winnipeg, Manitoba, serves as a domestic goods manufacturer, that has been manufacturing garments for the Department of National Defense since the 1940’s.

Unisync Group Limited, headquartered in Mississauga, Ontario, serves as an importer and distributor specializing in a diverse array of products tailored to meet the uniform program needs for both public and private sectors. Additionally, Unisync Group Limited manages the services essential to support their uniform program managed service contracts.

Unisync Group Limited's supply chain is multifaceted, involving both importing goods and purchasing from domestic manufacturers and wholesalers to ensure a diverse and robust sourcing model.

Both business units operate under Unisync Corp., a publicly traded corporation listed on the Toronto Stock Exchange.



The following categories apply to Unisync Corp as reporting entity:

- Listed on a stock exchange in Canada
- Has a place of business in Canada
- Does business in Canada
- Has assets in Canada
- Has generated at least \$40 million in revenue for at least one of its two most recent financial years

## **Policies and Due Diligence Processes**

1. Adherence to Industry Standards and Certifications: Unisync requires our offshore factory partners to hold internationally recognized certifications such as WRAP (Worldwide Responsible Accredited Production), BSCI (Business Social Compliance Initiative), Sedex (Supplier Ethical Data Exchange), SGS (Société Générale de Surveillance), and/or UL (Underwriters Laboratories). These organizations provide frameworks that audit for ethical labor practices. Forced and child labor are zero tolerance audit points.

2. Internal Inspections: Unisync conducts its own inspections within its supply chain, deploying its personnel to factories on an annual basis. These inspections serve as a proactive measure to monitor and assess working conditions, labor practices, and adherence to ethical standards. This hands-on approach underscores Unisync's dedication to ensuring the integrity of its supply chain and safeguarding against labor exploitation as an added measure to Unisync's requirement for factory partners to hold globally recognized social compliance certifications.

3. Vendor Compliance Manual: Unisync implements a Vendor Compliance Manual that serves as a comprehensive guide outlining the company's expectations, standards, and requirements regarding labor practices and ethical sourcing. Suppliers are required to annually sign the manual, taking form as an agreement, demonstrating their commitment to upholding the specified standards. This signed obligation reinforces Unisync's zero-tolerance policy towards forced labor and child labor, holding suppliers accountable for compliance with ethical labor practices. Additionally, the manual provides clear guidelines for suppliers to follow, facilitating transparency and accountability throughout the supply chain.



Unisync demonstrates a comprehensive approach to addressing the risks of forced labor and child labor within its activities and supply chains through various key initiatives:

- **Mapping Activities and Supply Chains:** Unisync conducts thorough mapping of its activities and supply chains to identify potential areas of risk.
- **Internal and External Risk Assessments:** Unisync conducts both internal and external assessments to evaluate the risks of forced labor and child labor, ensuring a holistic understanding of vulnerabilities.
- **Action Plan Development:** Based on the assessment findings, Unisync develops and implements action plans tailored to address specific risks of forced labor and child labor.
- **Recruitment Practices Oversight:** Unisync gathers information on worker recruitment processes and maintains internal controls through audits, to ensure that all workers are recruited voluntarily, minimizing the risk of exploitation.
- **Addressing Risk-Increasing Practices:** Unisync actively addresses any practices within its activities and supply chains that may increase the risk of forced labor and child labor, implementing measures to mitigate these risks effectively.
- **Due Diligence Policies and Processes:** Unisync develops and implements robust due diligence policies and processes such as audits to our Vendor Compliance Agreements and third-party social compliance certifications to identify, address, and reinforce the prohibition of forced labor and child labor throughout its operations and supply chains.
- **Supplier Requirements:** Unisync requires its suppliers to have in place policies and procedures in addition to third-party social compliance certifications that identify and prohibit the use of forced labor and child labor within their own activities and supply chains.



- **Child Protection Policies:** Unisync develops and implements comprehensive child protection policies and processes to safeguard against child labor exploitation.
- **Contractual Clauses and Standards:** Unisync incorporates anti-forced labor and anti-child labor clauses into its contracts and develops standards, codes of conduct, and compliance checklists to guide its partners in upholding ethical labor practices.
- **Supplier Auditing and Monitoring:** Unisync conducts regular audits of its suppliers and actively monitors their performance to ensure compliance with ethical labor standards.
- **Engagement with Supply Chain Partners:** Unisync engages with its supply chain partners on an ongoing basis to collaboratively address the issue of forced labor and child labor, fostering a culture of transparency and accountability across its supply network.

Through these concerted efforts, Unisync exemplifies its steadfast commitment to ethical sourcing practices and responsible corporate citizenship, as summarized in our ESG Policy.



## Forced Labour and Child Labour Risks

Unisync has strategically mitigated forced labour and child labour risks in its supply chain by implementing stringent policies.

Firstly, each factory partner is mandated to hold and be current in globally recognized social compliance certifications such as: WRAP (Worldwide Responsible Accredited Production), BSCI (Business Social Compliance Initiative), Sedex (Supplier Ethical Data Exchange), SGS (Société Générale de Surveillance), and/or UL (Underwriters Laboratories). All afore mentioned certifying bodies perform audits throughout the course of the certification term, in which forced labour and child labour are zero-tolerance audit points. This ensures adherence to ethical labor practices and minimizes exploitation risks. As an added layer of diligence, Unisync requires factory partners to sign Unisync's Vendor Compliance Manual, emphasizing the prohibition of forced and child labor, practices to which Unisync holds a zero tolerance policy.

Moreover, Unisync conducts regular audits of its factory partners in addition to third-party auditors, actioning its commitment to maintaining ethical standards throughout its supply chain. These comprehensive initiatives enforce Unisync's dedication to responsible sourcing and risk mitigation.



Unisync's policies can be found below:

## **CHILD LABOUR**

Vendor Partners shall comply with applicable child labour laws and regulations relating to hiring, wages, hours worked, overtime and working conditions.

Vendor Partners shall not employ any person under the minimum age for employment or mandatory schooling – including apprentices and vocational students.

Vendor Partners shall maintain official documentation for every worker that verifies the worker's date of birth. In countries where official documents are not available to confirm exact date of birth, the Vendor Partner shall confirm age using an appropriate and reliable assessment method in local context.

Vendor Partners shall ensure that any childcare facilities do not physically overlap with production areas.

## **FORCED LABOUR**

Vendor Partners shall comply with all applicable local laws and regulations.

Vendor Partners must ensure that employment is on a voluntary basis.

Vendor Partners shall not make use or support the use of forced labour or compulsory labour – including but not limited to prison labour, indentured labour, and bonded labour or otherwise.

Vendor Partners will not knowingly utilize or purchase materials and/or products produced under conditions of forced or compulsory labour – including contracting, subcontracting or other applicable relations for the manufacture of their products.



## Remediation Measures

Unisync to date has not had any findings of forced labour or child labour and as such Unisync has not had to address remediation measures.

## Remediation of Loss of Income

Unisync to date has not had any findings of forced labour or child labour and therefore have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

## Training

Unisync mandates training for select employees—particularly those involved in supply chain management, compliance, and factory oversight—on the identification of risks and the enforcement of policies concerning forced and child labor. This training is not only policy-driven but integral to equipping staff with the knowledge and tools necessary to uphold Unisync’s values and regulatory obligations.

### Core Training Materials

The training curriculum is anchored by two key resources:

- **Vendor Compliance Manual:** This comprehensive document outlines Unisync’s zero-tolerance policies regarding forced and child labor. Employees are trained on how to interpret and communicate the policies within this manual.
- **Factory Partner Certification Requirements:** Training includes an in-depth understanding of the social compliance standards that factory partners must meet. These include certifications such as WRAP, BSCI, Sedex, SGS, and UL, each of which includes stringent audit criteria with zero tolerance for unethical labor practices.



## Assessing Effectiveness

Unisync actively evaluates its effectiveness in combating forced and child labor through a comprehensive set of internal and external audits.

### INTERNAL

On an annual basis, Unisync ensures the distribution of its Vendor Compliance Manual to all factory partners for re-signature. This manual serves as a definitive guide and agreement, emphasizing firm prohibitions against forced and child labor, and solidifying partners' commitment to upholding these crucial ethical standards.

Unisync conducts regular audits of its factory partners for compliance to our Vendor Compliance Manual.

### EXTERNAL

Globally recognized third-party auditors like SGS also audit Unisync factory partners to ensure compliance with social responsibility certifications such as WRAP, BSCI, and Sedex, certifications that Unisync factory partners must hold current.

External audits through such globally recognized social compliance certification programs adds an additional level of transparency and accountability.

These audits rigorously assess adherence to social responsibility standards, with zero tolerance for forced and child labor practices. Unisync meticulously reviews audit report outputs, promptly addressing any identified non-compliance through corrective actions.

Furthermore, Unisync sets up a regular review of its policies and procedures related to forced labor and child labor. It also tracks relevant performance indicators, such as employee awareness levels and detailed audit reports, to gauge the effectiveness of its efforts.

Lastly, Unisync collaborates closely with its suppliers to ensure an understanding of Unisync's firm policies and requirements prohibiting forced labor and child labor.

By integrating these measures into its operational framework, Unisync demonstrates a multifaceted approach to assessing and addressing the risks of forced and child labor within its supply chain. This steadfast commitment not only safeguards against exploitation but also upholds Unisync's reputation as a responsible corporate citizen.



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.

<b>Name:</b>	Douglas F Good
<b>Title:</b>	Director and CEO
<b>Date:</b>	May 22, 2025
<b>Signature:</b>	
<i>I have the authority to bind Unisync Corp</i>	

