



2025 REPORT

Fighting Against Forced Labour and Child Labour

This report is made pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) concerning Canplas Industries Ltd. for the fiscal year that concluded on December 31, 2024.

1. Company Structure, Operations and Supply Chain

Canplas Industries Ltd. (the "Company") is a corporation established under the Business Corporations Act (Ontario) with its main operations housed in Barrie, Ontario. The Company is a manufacturer and distributor of non-metallic fittings, with its operations spanning across four divisions:

- ❖ **Plumbing:** The Company produces:
 - a complete line of ABS and PVC DWV fittings;
 - various flame spread and smoke development rated PVC items; and
 - PVC solvent weld sewer and drain fittings.
- ❖ **Duraflo®:** The Company's Duraflo® division includes a variety of products like roof flashings, ridge rolls, exhaust vents, siding add-ons, soffits, and gable vents.
- ❖ **Endura®:** The Company's Endura® division provides:
 - an extensive assortment of injection-molded floor sinks and grates made from PVC;
 - flow control devices, accessories, and replacement parts, for a complete grease management solution (grease interceptors); and
 - a comprehensive range of solids interceptors.
- ❖ **Vaculine®:** The Company's Vaculine® division offers a comprehensive selection of fittings for the central vacuum piping system.

The Company manufactures its products in its plants located in Canada. The Company sources the majority of its materials from suppliers in North America, specifically in Canada and the US.

The Company undertook an internal review of risks associated with forced and/or child labour within its operations and supply chains in the above-referenced fiscal year.

2. Corporate Policies

Code of Ethics

The Company has a Code of Ethics which delineates its ethical standards and commitments to its employees, clients, suppliers, contractors, and other business partners. All employees have to adhere to it.

The Company vows to safeguard and uphold human rights and vehemently opposes any form of human rights violation. Besides, it vehemently prohibits all forms of child labour and forced labour. Its working hours and remuneration conditions are aligned with labour laws and market practices, including those related to minimum wages.

Labour Policies

The Company has labour policies which are applicable to all employees and detail some principles and rules relating to labour standards which include the following: promotion and respect of human rights, and prohibition of child and/or forced labour.

The Company is also committed to complying with the laws and regulations of the country or province of employment, including labour laws.

Suppliers Standards

With an emphasis on social responsibility and sustainability, the Company makes a conscious effort to collaborate with suppliers that share its values and display the same level of commitment. The Company's suppliers are expected to adhere to the highest standards of ethical conduct, respect for human rights and environmental sustainability.



3. Risks and Supplier Due Diligence Process

The Company has a responsible sourcing approach, which involves a due diligence process . Under this process, the Company verifies supplier's profile, identifies any restrictions and potential risks.

Additionally, this due diligence includes continuous monitoring to address any significant changes that may occur after the initial evaluation.

4. Corrective Measures

The Company has not implemented any remedial measures as it has not detected any instances of forced labour or child labour in its operations and supply chains.

5. Compensation for Lost Income

The Company has not spotted any income losses endured by vulnerable families as a result of actions taken to eradicate the use of forced labour or child labour in its tasks and supply chains.

6. Training

An annual training on the Company's Code of Ethics is mandatory for all employees.

7. Evaluation of Effectiveness

The Company's governance structure fosters high ethical standards in conducting business to ensure compliance with regulations.



Conclusion and Board Approval

Though no forced labour or child labour has been identified in its activities and supply chains, the Company will continue to monitor, review and, as the case may be, modify its approach to combatting forced labour and child labour to ensure it complies with applicable laws.

This report has been approved by the Board of Directors of the Company on April 28, 2025.

Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), and in particular section 11 thereof, I attest that I have reviewed the information contained in this report. Based on my knowledge and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Rich Schlieker
President

I have the authority to bind Canplas Industries Ltd.

