

	<b>Fighting Against Forced Labour and Child Labour in Supply Chains</b>		Doc #:	HRM-1021-POL-1
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Tayco Office Furnishings Inc. is committed to fighting forced labour and child labour in our supply chains. To meet this commitment, the company continually monitors its structure, activities, and supply chains to assess and reduce risks associated with forced labour and child labour. When an activity is found to have the potential for such risks, measures are taken to remediate the problem and assist with the recovery of loss of income for individuals affected by the elimination of forced labour or child labour.

### **Supply Chain**

Tayco has fair and equitable practices in place to protect and promote workers' rights. Tayco does not engage in child, slave or forced labour in any part of our business. We continue to ensure that we provide a safe working environment for all and treat our workforce with respect. Tayco evaluates and manages risks by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor for and avoid forced labour in all environments.

### **Training**

Employees who may be exposed to instances of forced labour or child labour in supply chains receive training to inform them about the harm forced labour and child labour can cause, as well as provide the information and guidance necessary to notice or determine whether forced labour or child labour is used at any point in a supply chain. The training is mandatory for employees making contracting or purchasing decisions.

### **Steps Taken to Prevent Forced Labour**

Tayco is consistently reviewing our measures to remediate forced labour to improve our approach and enhance our action plan to address forced labour and child labour risks. As part of our current initiatives, Tayco has completed a risk-mapping assessment, has conducted an internal assessment of risks of forced labour and child labour in our activities and supply chains, developed and implemented an action plan for addressed forced labour and child labour, continuously monitors suppliers, implemented and developed training and awareness materials on forced and child labour, developed standards and codes on conduct, and implemented procedures to track performance in addressing forced labour and/or child labour.

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## Remediation Measures

To date, Tayco has not identified any instances of forced labour or child labour in our business and supply chains. As such, we have not taken remedial measures including remediation measures relating to loss of income to vulnerable persons.

## Legislative Requirements

This report is made in accordance with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act. Tayco meets all legislative requirements related to reporting the parts of our supply chains that carry risks of forced labour and child labour being used, and the steps we have taken to prevent and reduce such risks. Establishing supply chains free from forced labour and child labour is a shared effort, and we are committed to working with the necessary parties to make it a reality.

Sincerely,



Bill Melnik  
CEO

Last reviewed: March 24, 2025