

Annual Report: Preventing Forced and Child Labour in Our Supply Chain (Bill S-211)

Date: May 2026

Prepared For: Our Valued Stakeholders

Prepared By: North West Rubber Ltd.

I. Our Ongoing Commitment

At North West Rubber Ltd., respect for human rights and ethical sourcing remains a foundational principle guiding our procurement, manufacturing, and distribution activities. Our commitment to preventing forced, child, and indentured labour is embedded within our corporate policies, supplier expectations, and operational oversight processes.

We believe all individuals deserve to work in conditions that are safe, fair, and free from exploitation. This report outlines the measures undertaken during **FY 2025** in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211)* and describes the steps we continue to take to strengthen transparency and accountability throughout our supply chain.

II. Governance, Policies, and Oversight

During this reporting period, our existing governance framework remained in effect and continued to support our commitment to ethical sourcing and labour compliance. This framework consists of the following elements:

- **Forced Labour Policy:**
Our stand-alone Forced Labour Policy remained active throughout FY 2025 and continues to define our zero-tolerance position regarding forced, child, and indentured labour. The

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policy outlines prohibited practices, supplier expectations, and due-diligence requirements across our supply chain and remains publicly available on our website.

- **Purchasing and Procurement Controls:**

Our Purchasing Policy continued to guide procurement decisions and supplier onboarding activities. Supplier approval and evaluation procedures remained integrated into purchasing controls.

- **Contractual Safeguards:**

Supplier agreements and procurement documentation continued to incorporate expectations regarding compliance with applicable labour laws and ethical sourcing requirements.

- **Management Oversight:**

Oversight of supply-chain due-diligence activities remained embedded within our procurement and operational governance processes throughout FY 2025.

III. Supply Chain Due Diligence

North West Rubber Ltd. continued applying supplier evaluation and risk-based monitoring processes established in prior years.

- **Supplier Evaluation Processes:**

Supplier evaluation procedures continued to be utilised as part of onboarding and ongoing supplier review activities.

- **Risk-Based Monitoring:**

Monitoring efforts remained focused on higher-risk sourcing categories and supplier relationships where additional diligence may be warranted.

- **Supply Chain Mapping:**

Supply-chain mapping activities continued during FY 2025, with a focus on improving visibility in higher-risk sourcing areas associated with mat manufacturing and outsourced products.

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IV. Training and Awareness

Forced-labour awareness continues to be embedded within our procurement governance and supplier oversight processes.

- Key personnel involved in procurement and supplier management continued to operate under established policies and due-diligence expectations.
 - Expansion of formalised internal training programmes remains part of future planning as our compliance framework continues to evolve.
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V. Findings and Outcomes

- No confirmed instances of forced, child, or indentured labour were identified within our direct supply chain during FY2025.
 - Supplier due-diligence and monitoring processes remained operational throughout the reporting period.
 - No material compliance issues were identified through current supplier-oversight activities.
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VI. Looking Ahead

North West Rubber Ltd. remains committed to continuous improvement in preventing forced and child labour within our supply chain.

In the coming year, we intend to:

- Introduce a new supplier self-assessment survey designed to encourage suppliers to identify and commit to at least one measurable improvement on a year-over-year basis related to labour practices, transparency, or ethical sourcing.

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- Continue evaluating opportunities to expand internal awareness and formal training initiatives.
- Refine our compliance approach in alignment with evolving regulatory guidance issued by Public Safety Canada.

We are proud of the progress made in strengthening ethical sourcing and human-rights oversight across our operations. We remain committed to upholding high ethical standards and supporting a supply chain free from forced, child, and indentured labour.

Signed on behalf of North West Rubber Ltd.:



Ryan Newell
President & Chief Executive Officer

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