



**Investments Hardware Limited**  
250 Rowntree Dairy Road, Woodbridge ON. L4L 9J7  
T: 416.748.0204 F: 905.851.8328  
[www.ihlcanada.com](http://www.ihlcanada.com)

## Report on Fighting Against Forced Labour and Child Labour in Supply Chains

### Identifying Information

This report is for an Entity.

Legal name of reporting entity: INVESTMENTS HARDWARE LIMITED ("IHL").

Financial reporting year: April 1, 2023 to March 31, 2024

This is not a revised report.

This is not a joint report.

IHL is not subject to reporting requirements under supply chain legislation in another jurisdiction.

The following categorizations apply to IHL:

- Has a place of business in Canada
- Does business in Canada
- Has assets in Canada
- Meets size-related thresholds:
  - o Has at least \$20 million in assets for at least one of its two most recent financial years,
  - o Has generated at least \$40 million in revenue for at least one of its two most recent financial years.

IHL operates in the following sectors or industries:

- Wholesale trade
- Retail trade

IHL is headquartered and principally located in Ontario, Canada.



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## **Annual Report**

The steps IHL has taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by IHL or of goods imported into Canada by IHL are:

- **Mapping activities**
- **Mapping supply chains**
- **Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains**
- **Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily**
- **Developing and implementing child protection policies and processes**
- **Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists**
- **Monitoring suppliers**
- **Developing and implementing training and awareness materials on forced labour and/or child labour**

IHL is a Corporation.

IHL's activities are:

- **Sells goods in Canada.**
- **Distributes goods in Canada.**
- **Imports into Canada goods produced outside Canada**

Has IHL identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

- **Yes, we have started the process of identifying risks, but there are still gaps in our assessments.**

Does IHL currently have policies and due diligence processes in place related to forced labour and/or child labour?

- **Yes**

The following elements of the due diligence process have been implemented in relation to forced labour and/or child labour

- **Embedding responsible business conduct into policies and management systems**

IHL has identified forced labour or child labour risks related to the following aspects of its activities and supply chains:

- **Tier one (direct) suppliers**



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- Tier two suppliers

Has IHL identified forced labour or child labour risks in its activities and supply chains related to any of its sectors and industries?

- Wholesale trade
- Retail trade

Has IHL taken any measures to remediate any forced labour or child labour in its activities and supply chains?

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

Has IHL taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?

- Not applicable, we 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.

Does IHL currently provide training to employees on forced labour and/or child labour?

- No, we seek to develop and implement training to employees on forced labour and/or child labour in our 2025 fiscal year.

IHL currently has policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains:

- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily.
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct.
- Monitoring suppliers.



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**Attestation**

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

Joe Martino  
CEO  
May 31, 2024

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

I have the authority to bind Investments Hardware