

2025 Annual Report on Forced Labour and Child Labour in Supply Chains

Downsview Woodworking Limited

This report has been prepared in accordance with the Fighting against Forced Labour and Child Labour in Supply Chains Act. It outlines the policies and procedures that Downsview Woodworking Limited (hereafter referred to as "the Entity") has implemented and will continue to implement to prevent and reduce the risk of forced labour and child labour in our supply chain.

Steps the Entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any stage of the production of goods in Canada or elsewhere by the Entity or of goods imported into Canada by the Entity:

Downsview Woodworking Limited took a number of key steps to strengthen our compliance and reduce the risk of forced labour or child labour in both domestic operations and our international supply chain. These included:

Updated Supplier Compliance Policy: We revised our supplier compliance policy to mandate more detailed documentation of labour practices, including age verification and working conditions. These updates were communicated to all Tier 1 suppliers.

Annual Supplier Risk Assessments: We drafted a formal annual risk assessment using a supplier self-reporting tool, enhanced with region-specific labour risk indicators. This will help us verify ongoing low-risk status and target further monitoring.

Organizational Structure, Activities and Supply Chains:

Downsview Woodworking Limited continues to operate within the Canadian flooring industry, focusing on the sale and distribution of luxury vinyl and laminate hardwood flooring. We import products primarily from our vertically integrated parent company in China, which maintains its own manufacturing facilities. Downsview's operations, including sales, logistics, and administrative support, are fully based in Canada.

Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour:

In 2024, Downsview Woodworking refined its forced labour and child labour policy to ensure all contracts now include language requiring adherence to Canadian labour laws and international human rights standards. We have increased internal audit procedures and formalized corrective action protocols for non-compliance.

Parts of the Entity's Business and Supply Chains that Carry a Risk of Forced Labour or Child Labour and the Steps Taken to Assess and Manage That Risk:

In 2024, we completed an updated risk mapping exercise of our supplier's production regions in China. No high-risk indicators were identified this year, but continued monitoring is planned. We remain in close communication with our parent company's compliance officers to ensure manufacturing practices uphold international labour standards.

Measures Taken to Remediate Any Forced Labour or Child Labour:

No confirmed cases of forced or child labour were found in our business or supply chain during this reporting period.

Measures Taken 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:

There were no direct impacts identified during the reporting year that required mitigation measures related to vulnerable family income loss.

Training Provided to Employees on Forced Labour and Child Labour:

We have trained our managers to use a standard screening questionnaire during candidate interviews. This includes verifying eligibility to work in Canada, possession of a valid social insurance number and driver's license, and conducting age verification and other background checks when necessary.

How We Assess Our Effectiveness in Ensuring That Forced Labour and Child Labour Are Not Being Used in Our Business and Supply Chains:

To the best of our knowledge, no instances of forced or child labour have been identified within our operations or supply chain. We commit to continuous monitoring and assessment of our operations and supply chain to prevent the incorporation of unethical practices.

Approval of Our Report

This report has been approved by the Board of Directors of Downsview Woodworking Limited on May 29, 2025, 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 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.

Full Name: **Mike D'Uva**, Downsview Woodworking Limited

Title: President of Downsview Woodworking Limited

Date: May 29, 2025

Signature: 

"I have the authority to bind Downsview Woodworking Limited"

May 29, 2025

Downsview Woodworking stands resolute in its unwavering commitment to adhere to the provisions outlined in Canada Bill S-211 - the Fighting Against Forced Labour and Child Labour in Supply Chains Act. Rooted in our core values of integrity, responsibility, and respect for human rights, we reaffirm our commitment to eliminating forced labour, prison labor, and child labor from our intricate supply chains.

Risk Assessment:

Downsview Woodworking understands the critical importance of conducting risk assessments to meticulously pinpoint potential vulnerabilities to forced labor, prison labor, and child labor within our expansive network of suppliers. We will institute questionnaires, monitoring and reporting mechanisms to continually scrutinize and address any emerging risks in our supply chain.

Due Diligence:

Embracing a proactive stance towards ethical sourcing, Downsview Woodworking will embark on a pursuit of due diligence across every facet of our supply chains. Through sustained collaboration with our suppliers, we have enforced stricter compliance standards, fostering an environment of transparency, accountability, and ethical conduct.

Training:

Recognizing that knowledge is a key tool in the fight against exploitation, Downsview Woodworking is committed to empowering our workforce and suppliers with comprehensive training programs. These initiatives will equip participants with the requisite skills to identify, report, and mitigate risks associated with forced labor, prison labor, and child labor, thereby fortifying our collective efforts to uphold human dignity.

Reporting:

Transparency lies at the heart of Downsview Woodworking's corporate ethos. As mandated by Canada Bill S-211, we continue to publish transparent reports documenting our pursuit of compliance and ethical sourcing practices. These reports will serve as a beacon of transparency, offering stakeholder's unparalleled insight into our unwavering commitment to combatting exploitation in all its forms.

Remediation:

In the event of any egregious breaches of ethical standards within our supply chains, Downsview Woodworking will act swiftly and decisively to rectify the situation. Leveraging a multifaceted approach that encompasses collaboration with affected suppliers, provision of support to impacted individuals, and implementation of robust corrective measures in our quest to uphold the sanctity of human rights.

Conclusion:

In embracing this comprehensive policy, Downsview Woodworking reaffirms its steadfast dedication to compliance with Canada Bill S-211 and to the eradication of forced labor, prison labor, and child labor from our supply chains. We stand as stalwart champions of human dignity, unwavering in our resolve to foster a global marketplace characterized by integrity, equity, and respect for all.