

# The Printing House Ltd (TPH)

## 2024 Forced Labour in Canadian Supply Chains Report

This report represents the second annual submission for compliance reporting pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act).

This statement constitutes a report to the Minister on the steps taken during the second reporting year ending December 31, 2024 for The Printing House Ltd (TPH).

Consistent with this legislation and our commitment to ethical sourcing, our principal suppliers; representing most of the products purchased at TPH, are certified and/or from regulated manufacturers and distributors with established compliance mechanisms and strong reputations in the industry. As long-standing Certificate Holders with FSC, SFI and PEFC certifications along with our paper procurement policy have been the foundation for responsible supplier relations including upholding FSC Core Labour Requirements.

The commitment below regarding Modern Slavery and Forced Child Labour is by reference a part of this report.

For the current reporting period, TPH has not become aware of any instances of forced or child labour in our own operations or of our suppliers, and remediation has not been required.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of CEO, attest that I have reviewed the information contained in this report on behalf The Printing House Ltd. 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.



Jamie O'Born

Chief Executive Officer

May 28, 2025

*I have approval to bind the entity.*

# TPH's Commitment to Ethical Sourcing

## An Anti-Modern Slavery and Forced Child Labour Statement

### **Our Business and Structure**

The Printing House Ltd. (TPH) is a privately-owned Canadian business in the manufacturing sector. TPH conducts business and is headquartered in Canada, where our principal business activity is producing, and selling custom print projects since 1961. TPH operates in 65 locations, with 495 full-time staff in 4 provinces (British Columbia, Alberta, Ontario and Nova Scotia). We are a proudly Canadian company with ethical employment practices including compliance with all local, provincial, and federal health, safety, environmental, human rights, labour, employment laws and regulations.

For the reasons described in this statement, we are confident that there is a low risk in our operations having contributed to adverse human rights impacts as:

- We follow ethical set protocols and processes in our recruitment practices;
- We continue to monitor workforce patterns such as hours of work and overtime to ensure employees are adequately compensated and for excessive work patterns;
- We have policies and procedures in place to ensure our workplaces are safe, healthy, inclusive and free from harassment and discrimination;

TPH does not practice forced or child labour and we strictly condemn and prohibit any form of forced, child or illegal labour or slavery from our partner and vendor's supply chains.

### **Supply Chains and Due Diligence Processes**

Our principal suppliers, representing the majority of products purchased at TPH, are certified and/or regulated manufacturers and distributors with established compliance mechanisms and strong reputations in the industry. Our supply chain remains largely the same year over year. Our paper procurement policy and our FSC, SFI and PEFC certifications laid the foundation for responsible supplier relations. These foundations, including commitment to FSC Core Labour Standards, ensure that we do not purchase products from controversial sources. TPH has given preference to suppliers that work towards sustainability, and conservation of endangered forests the protection of biodiversity contained within these forests and free, prior informed consent (PFIC) for

Indigenous Communities connected to them. TPH will continue to influence our supply chain to use socially and environmentally responsible practices, and we have chosen to work with those who have such practices in place. TPH expects suppliers to maintain ongoing compliance with all local, provincial and federal health, safety, environmental, human rights, labour and employment laws and regulations including all applicable laws regarding human trafficking, forced labour, child labour or other forms of modern slavery across supply chains.

## **Code of Conduct**

TPH is committed to acting ethically and with integrity and transparency in our business dealings. We uphold these values by providing safe, healthy, respectful and inclusive workplaces for our employees, and we give back to the communities in which we operate. Our value system and practices respect all human rights regulations and will ensure that a zero-tolerance approach is operationalized against modern slavery, human trafficking, or child labour across the supply chains. All employees receive training in Human Rights in Canada and management employees or those in our supply chain or recruitment functions may receive additional training and/or periodic training.

All employees are empowered to report any concerns with respect to potential violations of this code of conduct and may do so through their manager the HSE Team, the senior executive team or anonymously to the Office of the President.

If any potential abuse is reported with respect to forced or child labour in our supply chain, TPH will take immediate action with the applicable supplier. We will make efforts to remediate non-compliance and if the supplier fails to promptly remediate, the relationship with that supplier will be terminated.

## **Monitoring**

Reviews will be conducted as needed, as well as annually with input from key stakeholders as new and evolving information becomes available through updates and supply chain scrutiny. We strive to continuously improve and evolve our approach to eradicating forced labour and modern slavery from supply chains.

# TPH 2023 Forced Labour in Canadian Supply Chains Report

This report represents the first annual submission for compliance reporting pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act).

This constitutes a report to the Minister on the steps taken during the first reporting year ending December 31, 2023. As this is an initial report, efforts were made to better understand the reporting requirements and start the process of developing a framework and action plan for the following years.

Consistent with this legislation and our commitment to ethical sourcing, our principal suppliers; representing most of the products purchased at TPH, are certified and/or regulated manufacturers and distributors with established compliance mechanisms and strong reputations in the industry. Our paper procurement policy and our FSC, SFI and PEFC certifications are the foundation for responsible supplier relations.

The below commitment regarding Modern Slavery and Forced Child Labour is by reference a part of this report.

For the current reporting period, TPH has not become aware of any instances of forced or child labour in our own operations or of our suppliers, and remediation has not been required.

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 Printing House Ltd. 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 2023.



Jamie O'Born

Chief Executive Officer

May 17, 2024

*I have approval to bind the entity.*

# TPH Commitment to Ethical Sourcing

## An Anti-Modern Slavery and Forced Child Labour Statement

### **Our Business**

The Printing House Ltd. (TPH) is a privately-owned Canadian business in the manufacturing sector. TPH conducts business and is headquartered in Canada, producing, and selling custom print projects since 1961. We are a proudly Canadian company with ethical employment practices including compliance with all local, provincial, and federal health and safety, environmental, human rights, labour and employment laws and regulations. We do not practice forced or child labour and we strictly condemn and prohibit any form of forced, child or illegal labour or slavery from our partner and vendor's supply chains.

### **Supply Chain and Due Diligence**

Our principal suppliers, representing the majority of products purchased at TPH, are certified and/or regulated manufacturers and distributors with established compliance mechanisms and strong reputations in the industry. Our paper procurement policy and our FSC, SFI and PEFC certifications laid the foundation for responsible supplier relations. These foundations ensure that we do not purchase paper products from controversial sources. TPH has given preference to suppliers that work towards sustainability, and conservation of endangered forests, the protection of biodiversity contained within these forests and free, prior, informed consent (FPIC) for Indigenous Communities connected to them. TPH will continue to influence our supply chain to use socially, and environmentally responsible practices and we have chosen to work with those who have such practices in place. TPH expects suppliers on an ongoing basis to establish compliance with all local, provincial, and federal health, safety, environmental, human rights, labour and employment laws and regulations including all applicable laws regarding human trafficking, forced labour, child labour or other forms of modern slavery across supply chains.

### **Code of Conduct**

TPH is committed to acting ethically and with integrity and transparency in our business dealings. We uphold these values by providing safe, healthy, respectful, and inclusive workplaces for our employees and we give back to the communities in which we operate. Our value system and practices respect all human rights regulations and will ensure that a zero-tolerance approach is operationalized against modern slavery, human trafficking, or child labour across the supply chains. All employees receive

training in Human Rights in Canada and management employees or those in our supply chain or recruitment functions, may receive additional training and/or periodic training.

All employees are empowered to report any concerns with respect to potential violations of this code of conduct and may do so through their Manager, the HSE Team or the senior executive team or anonymously to the Office of the President.

If any potential abuse is reported with respect to forced or child labour in our supply chain TPH will take serious and immediate action with the applicable supplier. We will make efforts remediate non-compliance and if the supplier fails to promptly remediate, the relationship with that supplier will be terminated.

### **Monitoring**

An annual review will be conducted with input from key stakeholders to make the necessary updates based on new and evolving information resulting from ongoing updates and supply chain scrutiny.