



F&P Mfg., Inc.

May 22, 2024

Annual Report - Fighting Against Forced Labour and Child Labour Act

Introduction

This report for the entity with legal name F&P Mfg., Inc. and business number 750258-3 is for the period representing the financial reporting year April 1, 2023 to March 31, 2024. F&P Mfg., Inc. is not subject to reporting requirements under supply chain legislation in any other jurisdiction.

The following characterizations apply to F&P Mfg., Inc.:

- Canadian business presence
 - Has a place of business in Canada
 - Does business in Canada
 - Has assets in Canada
- Meets size-related thresholds:
 - Has at least \$20 million in assets for at least one of its two most recent financial years
 - Has generated at least \$40 million in revenue for at least one of its last two most recent financial years
 - Employs an average of at least 250 employees for at least one of its two most recent financial years

F&P Mfg., Inc. operates in the manufacturing sector and is headquartered and principally located in the province of Ontario within Canada

F&P Mfg., Inc. is a corporation that produces goods in Canada and sells goods in and outside Canada. F&P imports goods produced outside of Canada into Canada.

F&P Mfg., Inc., is a Tier One Automotive Parts manufacturer located in Tottenham, Ontario and Stratford, Ontario, and is a subsidiary of F-tech Inc. in Japan.

Our core business is automotive component manufacturing including metal stamping, welding, cold forging, hydroforming, E-coat painting and modular assembly

The F&P Mfg., Inc supply chain consists of 55 suppliers throughout North America and Asia per Table I.

Commodity	Tier 2 Country of Origin
Bushings	USA, Mexico, China, Japan
Collars	India, Korea, USA
Exhaust Hangers	Canada, India
Fasteners	Canada, USA, India, Korea, Taiwan
Gases	Canada
Paint Chemicals	Canada, USA
Pedal Assemblies	Philippines
Plastics	USA, Canada
Stampings	USA, Canada
STEEL	Canada
Tapping	Canada
Tubes	Canada, USA, Korea
Weldment	Canada, Korea, USA

Table I. Tier Two Commodities and Country of Origin

Steps to Prevent and Reduce Risk of Forced Labour and/or Child Labour

F&P Mfg., Inc. has taken the following steps within 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 or of goods imported into Canada:

- Conducted an internal assessment of risks of forced labour and/or child labour in our organization's activities and supply chains
- Gathered information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Developed and implemented due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Monitoring suppliers

Internal Risk Assessment of Forced Labour and/or Child Labour

Specifically, F&P has conducted an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains:

- Audited temporary staffing agencies
- Engaged immigration and labour legal advice
- Filed a report with temporary staffing agencies



1 Nolan Road, P.O. Box 4000, Tottenham, Ontario, Canada L0G 1W0

F&P gathered information on worker recruitment and maintained internal controls to ensure that workers are recruited voluntarily:

- Applicants submit a resume and personal information voluntarily
- All successful applicants receive an offer of employment
- Postings are internal and external for available positions

Policies and Due Diligence Processes in Relation to Forced Labour and/or Child Labour

F&P developed and implemented due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains.

- Created policy AD-023 'Human Rights and Labour' for use at Tottenham, Ontario site
- Created policy HR-P-088 'Human Rights and Labour' for use at Stratford, Ontario site
- Created policy AD-008 'Ethics' for use at Tottenham, Ontario site
- Updated Tottenham site's Supplier Quality Manual to revision 4
- Updated Stratford site's Supplier Quality Manual to revision 3
- Created and issued Forced Labour and Child Labour Questionnaire to Tier Two suppliers

F&P Mfg., Inc. currently has policies and due diligence processes in place related to forced labour and/or child labour.

F&P has implemented the following elements of the due diligence process in relation to forced labour and/or child labour:

- Embedded responsible business conduct into policies and management systems

Specifically, F&P has created the policy 'Human Rights and Labour' to address the topic of forced labour and child labour. The policy is numbered AD-023 at the Tottenham site and is numbered HR-P-088 at the Stratford site.

F&P recognizes that our business activities may affect human rights and we will work with internal and external stakeholders to engage in sustainable business activities in order to be socially responsible.

F&P respects human rights as expressed in International Bill of Human Rights and ILO Core Labour Standards listed in the Declaration of Fundamental Principles and Rights at Work. We support the UN Guiding Principles on Business and Human Rights.

F&P will clarify individuals responsible for implementing this policy and will reflect this policy in our business practices.

F&P will promote initiatives to promote human rights. F&P recognizes the following key issues:

- Prohibition of discrimination and harassment
- Prohibition of forced labour and child labour
- Respect for workers' rights
- Creations of a safe and healthy working environment
- Sharing human rights with business partners



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F&P will respect human rights through:

- Human Rights Due Diligence
- Remedies and Corrections
- Education and Training
- Communication and Consultation with Stakeholders
- Information Disclosure

F&P has revised Supplier Quality Manual and issued a questionnaire to all Tier Two suppliers related to forced labour and child labour.

F&P has not yet started the process of identifying which activities and supply chains carry a risk of forced labour and/or child labour.

F&P has not identified forced labour or child labour risks in its activities and supply chains in any sector or industries.

Measures to Remediate Forced Labour and/or Child Labour

F&P has not yet developed steps to assess and manage risk of forced labour and/or child labour in activities or supply chains. As a result, F&P has not yet taken the subsequent steps to remediate any potential forced labour or child labour in its activities and supply chains. Therefore, F&P has not yet 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. F&P is not aware of and has not taken steps to remediate the loss of income to the most vulnerable families that may result from any measures that would therefore be taken to eliminate the use of forced labour and/or child labour.

Training on Risks of Forced Labour and/or Child Labour

F&P does not currently provide training to employees on forced labour and/or child labour. Some employees have had training to better recognize the topic.

Assessment of Effectiveness in Ensuring Forced Labour and/or Child Labour Not Used

F&P does not currently have 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.



F & P Mfg., Inc.



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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 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.

Hiroyuki Watanabe

President

May 22, 2024

X

I have the authority to bind the company

Kevin McNabb

Managing Director

May 22, 2024

I have the authority to bind the company

Geoff Smith

Managing Director

May 22, 2024

X

I have the authority to bind the company