



F&P Mfg., Inc.

May 27, 2025

## 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, 2024 to March 31, 2025. 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.

As a fabricated metal product manufacturer, 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 54 suppliers throughout North America and Asia per Table 1.

<b><i>Commodity</i></b>	<b><i>Tier 2 Country of Origin</i></b>
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 1. 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 the risks of forced labour and/or child labour in our organization’s activities and supply chains
- Gathered information on worker recruitment and maintained 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
- Developed and implemented anti-forced labour and/or child labour standards, codes of conduct and/or compliance checklists
- Monitored suppliers
- Developed and implemented grievance mechanisms to address complaints in the workplace
- Developed and implemented training and awareness materials on forced labour and/or child labour

- Engaged with supply chain partners on the issue of addressing forced labour and/or child labour

#### Additional Information Describing the Steps Taken to Prevent and Reduce Risk of Forced Labour and/or Child Labour

Specifically, F&P has conducted an internal assessment of the 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
- Created and issued an FL / CL survey to supply chain partners
- Issued updated Supplier Quality Manuals
- Implemented new and existing employee Social Responsibility training

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

F&P developed and implemented due diligence policies and processes related to forced labour and/or child labour in the organization's activities and supply chains that:

- Embed responsible business conduct into policies and management systems
- Identify and assess potential and actual adverse impacts in operations, supply chains and business relationships
- Cease, prevent or mitigate potential and actual adverse impacts
- Track implementation and results
- Communicate how impacts are addressed

Specifically, F&P has updated 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 identified and assessed potential and actual adverse impacts in operations, supply chains and business relationships through the issuance of QMS-18-F003 'Forced Labour and Child Labour Questionnaire'.

F&P updated the policy AD-023 'Human Rights and Labour' and distributed 'F-tech Sustainability Guidelines' to all Suppliers to cease, prevent, or mitigate potential and actual adverse impacts; and to communicate how impacts are addressed.

F&P tracked implementation and results via the CSR Check sheet related to QMS-18-F003.

#### Identifying Parts of Activities and Supply Chains that Carry a Risk of Forced Labour or Child Labour Being Used

F&P has started the process of identifying parts of our activities and/or supply chains that carry risks but there are still gaps in our assessments.

We have not yet identified forced labour or child labour risks related to our operations and supply chains and therefore have not taken any steps to assess and manage the risk.

We have not taken measures to remediate the loss of income to the most vulnerable individuals and families.

Training on Risks of Forced Labour and/or Child Labour

F&P does provide mandatory training to employees on forced labour and/or child labour and is included in Orientation materials for new employees.

Policies and Procedures to Assess Effectiveness in Ensuring that Forced Labour and/or Child Labour are not being used in its Activities and Supply Chains

F&P does not currently have policies or procedures in place to assess effectiveness.

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.

Ichiro Mitsui

President

May 27, 2025

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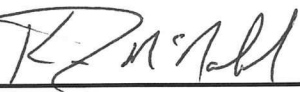
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I have the authority to bind the company

Kevin McNabb

Managing Director

May 27, 2025

X 


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I have the authority to bind the company

Geoff Smith

Managing Director

May 27, 2025

X 

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I have the authority to bind the company