

Supply Chain Report for the 2025 Fiscal Year

First Quality Home Care Products Canada, ULC, d/b/a Jempak Corporation

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INTRODUCTION

This report is submitted pursuant to *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the “**Act**”). This statement outlines the approach of Jempak Corporation (“**Jempak**”).

On April 1, 2025, Jempak was amalgamated with First Quality Home Care Products Canada ULC, as one company under the name First Quality Home Care Products Canada, ULC with the d/b/a name remaining Jempak. For the 2025 fiscal year which commenced on January 1, 2025 and ended on December 31, 2025 (“**FY2025**” or the “**Reporting Year**”), Jempak was a subsidiary of First Quality Home Care Products Holding LLC.

Jempak is committed to sustainable and equitable business practices that model social responsibility and positive values. Jempak is committed to respecting human rights and labour standards that allow all to participate meaningfully in society and/or employment. With respect to its supply chain and procurement processes, Jempak is committed to ensuring that forced and/or child labour is not involved in Jempak’s supply chain.

This report adopts the Act’s definitions of child labour, entity and forced labour. As is explored and relied on in this report, the Act’s definition of child labour and forced labour largely subsume the substantive definition of child labour and forced labour as articulated by the International Labour Organization (the “**ILO**”) and as included in the internationally acknowledged Ethical Trading Initiative (“**ETI**”).

ENTITY PROFILE

In the Reporting Year, Jempak was a subsidiary of its ultimate parent company First Quality Home Care Products Holding LLC (“**First Quality**”), a US-based manufacturer. Jempak has a single manufacturing plant and principal place of business located at 80 Doney Crescent, Concord, Ontario (the “**Plant**”), and a distribution centre located at 106 Aviva Park Drive, Woodbridge, Ontario. In this Reporting Year, Jempak’s head office was located at 1055 Dunsmuir Street, Suite 3000, Vancouver, BC. Jempak operates in the manufacturing industry.

Governing Body

First Quality Home Care Products Canada, ULC is a British Columbia corporation incorporated pursuant to the laws of Canada and is governed by its Board of Directors, which include three (3) directors. Two of the members of the Board of Directors are employees of different affiliate companies of First Quality Home Care Products Canada, ULC and one (1) is an attorney working for the company’s outside law firm.

ACTIVITIES

Jempak manufactures “dish pacs” of automatic dish detergents to be used in various dishwashing appliances. The dish pacs are ultimately sold to consumers by other companies (known as private label clients). Jempak sources raw materials for dish pac production worldwide. Inventory of the various materials is stored in an external warehouse and brought into the Plant on an as needed basis. The raw materials are blended into a formulation for each customer and then run into pac-making machines called hydroformas where the blended powder is filled into PVA film pacs. These pacs are then transferred to the packaging stations where they are counted and put into consumer packages either tubs or doy bags. Along the way, quality control tests are done to ensure product quality according to published specifications. The finished packages are palletized and sent to warehousing for distribution, or directly to customers.

SUPPLY CHAIN ASSESSMENT FOR FY2025

In the reporting year, Jempak purchased materials from the same suppliers as in previous years, which suppliers have previously been put through a responsible sourcing process by Jempak’s prior owner, which process involved pre-checks, risk assessments and cyclical evaluation, analysis and improvement. In the normal course, materials arrive into Jempak’s external warehouses and are brought into the manufacturing Plant on an as required basis. Jempak has 22 raw chemical and material suppliers based in Canada, USA, China, France, Belgium, Germany, Finland and the United Kingdom.

Based on the below, and especially due to Jempak’s strong performance in successive years of externally conducted audits, Jempak assesses that the risk of forced labour or child labour being involved in any of its internal activities in FY2025 remained remote. In Jempak’s assessment, the possible risk of forced labour or child labour involvement is in the parts of its external supply chain which include geographic regions where there is a history of violations of international labour standards and human rights principles, such as China or those parts of the United States of America where child labour protections have been significantly reduced over recent years. The steps Jempak takes to assess such risks are indicated below. Essentially, Jempak requires its vendors and suppliers to confirm compliance with labour standards and participate in assessments run by a third party, and Jempak’s employees are trained to report to Jempak if there is any suspicion of violation of any labour standards.

DUE DILIGENCE MEASURES

In the last year, Jempak has undertaken the following steps to prevent and reduce the risk of forced or child labour being involved in its supply chain:

1. Contracting of external audits by suppliers, which include assessments of risks of forced labour and/or child labour in the organization's activities and supply chain

Jempak's private label clients require Jempak to participate in regular social responsibility audits and quality audits. Jempak was most recently audited in 2026, and before this most recent occasion Jempak had been audited five (5) times since 2017. No audit was conducted in the Reporting Year, and in the 2026 audit, there were no non-compliance issues with respect to the use of forced and/or child labour in any of Jempak's processes.

Audits are conducted by representatives from third party organizations chosen by the private label clients themselves. Each audit normally lasts between 1 – 2 days in length. Auditors privately meet with associates to assess the social responsibility, compliance and ethical sourcing factors of their audits, and to gain a perspective on the employment standards and treatment of Jempak's employees in Jempak's facilities. Jempak's understanding is that auditors confirm that Jempak's associates are paid in accordance with payroll records and that they understand the company's policies and procedures which are meant to protect employee rights and dignities. Jempak's management is not present during these meetings to allow for honest disclosure from Jempak's associates and employees to the auditing body.

After any onsite audit, Jempak's Human Resources Director will gather the relevant department heads together (i.e. Payroll, Safety, etc) to discuss who is responsible for correcting any non-compliance as well as the timeline for remediation. Over the past six (6) years, Jempak has received a single non-compliance note in its 2022 social responsibility audit: that non-compliance was related to safety attire and Jempak introduced a policy directly responsive to the incident of non-compliance to prevent reoccurrence.

Private label clients can choose to use the SMETA methodology system or use their own standards for social responsibility audits. SMETA (Sedex Members Ethical Trade Audit) is a format used for social audits enabling businesses to assess their sites and suppliers to understand working conditions in their supply chain. Based on the ETI base code, ILO conventions and local country laws, SMETA audits include assessments of labor standards, human rights, worker health and safety, environmental compliance, and business ethics performance. SMETA audits specifically assess for risks of forced labour or child labour in Jempak's activities and organizational structure.

In addition, Jempak also assesses its vendors and/or suppliers using a company called Ecovadis. In the past, Jempak's prior owner or its affiliates initiated Ecovadis assessments for Jempak's vendors/suppliers, and full Ecovadis assessments are mandatory for all direct material suppliers with a spend of more than 75,000 Euro a year. All responses provided by the vendor/supplier are stored by Ecovadis, and Ecovadis generates an assessment of the vendor's/supplier's environmental, social and governance performance which includes a consideration of whether forced labour or child labour is involved. Jempak's understanding is that Ecovadis is a subject matter expert that conducts holistic assessments of Jempak's vendors which includes an assessment of overall environmental impact, whereas the SMETA audit system relied on by Jempak's customers is specific to ethical trade, supply chain assessment and responsible sourcing. Ecovadis assessments do not happen every year: Jempak conducted a round of Ecovadis assessments in 2022 and 2024. Where suppliers do not score well on Ecovadis, they are asked to make improvements and provided time to do so and they are eventually reassessed.

Suppliers with a spend of up to 75,000 Euros are assessed using a system called IntegrityNext, which is a supply chain due diligence specialist. IntegrityNext assesses supply chains of Jempak's suppliers and vendors to ensure that forced labour or child labour is not involved.

2. Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains

Given that Jempak's prior parent corporation was based in Germany, Jempak and its suppliers have historically been bound to the standards established by the Bundesverband Materialwirtschaft, Einkauf und Logistik e.V. ("BME") i.e. the Association for Supply Chain Management, Procurement and Logistics which is based in Germany. The BME requires all bound corporations to require that their vendors and suppliers are compliant with the BME's principles and code of conduct, which specifically rely on the ILO's labour standards and require the elimination of forced labour and the abolition of child labour. Jempak continues to comply with and to require its suppliers to meet this standard. A copy of the BME Code of Conduct is enclosed with this report.

3. Conducting training of employees regarding awareness and reporting of suspicions of the use of forced labour and/or child labour in the organization's activities

In the reporting year, Jempak provided training to employees on many topics, which involved training ~~about~~ employees' about the legal rights and obligations under both Jempak's policies and Canadian laws, as well as training about Jempak's practices, values and goals as an entity. Specific to the prevention of forced labour/child labour involvement in Jempak's activities, in January 2025 Jempak provided all its employees

with Social Standards and Code of Conduct training which strongly emphasizes Jempak's prohibition of and opposition to forced labour and/or child labour being used in its supply chain or activities. Training includes not only highlighting Jempak's principled opposition to forced and/or child labour but also going through *ad hoc* scenarios to help employees identify when they should be suspicious of the use of forced labour and/or child labour in Jempak's processes. Jempak's Social Standards absolutely prohibit the involvement of forced labour and child labour in Jempak's activities, whereas Jempak's Code of Conduct requires employees to report to their supervisor, or the Purchasing or Legal departments suspicions of breaches of the Social Standards, which would include any suspicions of the presence or involvement of forced labour and/or child labour in any of Jempak's activities.

Jempak realizes that its employees are its best asset to assess potential indicators of forced labour or child labour on the "frontlines," and that is why as part of its training Jempak reminds its employees of their ability to anonymously report any violation or perceived violation of the Social Standards through the First Quality HelpLine which is operated by a third-party service provider to protect the privacy of any caller. Any reports received through this HelpLine are to be relayed to Jempak, and Jempak has never been contacted about any employee report submitted through this HelpLine which relates to child labor or forced labor.

Jempak maintains a zero-tolerance policy for retaliation against individuals who report concerns in good faith or cooperate in investigations relating to forced labor, child labor, or violations of applicable social compliance standards.



EMPLOYEE HELPLINE

We believe in fostering a workplace where integrity and transparency are paramount. To support this commitment, all First Quality team members have access to an independent, third-party helpline for sharing ethical issues or concerns.



WHY USE THE EMPLOYEE HELPLINE?



Confidentiality Assured: Your privacy is our priority. All submissions are handled by an independent third party to ensure your concerns remain confidential, and where permitted by local law, anonymous.



Around-the-Clock Access: Whether it's day or night, weekday or weekend, our helpline is always open 24/7 to listen and support you.



Quick Response: All reports to the HelpLine will be reviewed and responded to in a timely and appropriate manner. Retaliation will not be tolerated.

HOW TO ACCESS:



Company Network: From the home page of First Quality's intranet, click the **First Quality HelpLine Link** under quick links which will automatically connect you to First Quality's HelpLine Landing Page.



Public Internet: From any computer, navigate to www.FirstQualityHelpLine.com. Click "File a New Report" to initiate a case. When submitting a case, ensure you provide all pertinent information regarding your report, including Who, What, Where and When. You can follow up with your case via a self-assigned Report Key.



Toll-Free Phone: Call from the U.S. & Canada at 1-855-217-9940

Exhibit 1: Flyer providing details regarding First Quality's HelpLine, which Jempak distributed to employees.

REMEDIATION

Jempak has not needed to take any measures to remediate forced labour or child labour in its activities and supply chains, because, based on audit results and lack of reports of forced labour or child labour from its employees, Jempak has not found any instances of forced labour or child labour being used. As Jempak has not had to take any remediation measures due to not being aware of any instances of forced labour or child labour to respond to, Jempak has also not had any occasion to address the remediation of any potential lost income.

However, Jempak has procedures in place to ensure that any identified instance of forced labour or child labour would be promptly investigated and addressed. This would include appropriate remediation measures, a root cause analysis, and implementation of corrective actions to help prevent recurrence.

SELF-ASSESSMENT OF EFFECTIVENESS

For the Reporting Year of 2025 Jempak assesses that its efforts to ensure that forced labour and/or child labour is not being used in its business and/or supply chains, and are, therefore, effective based on:

- Jempak's strong audit record when it is internally audited by its customers;
- Jempak's prior owner's material-vetting processes;
- The scores of Jempak's suppliers and vendors when they are assessed by Ecovadis, which are normally in the range of strong performance;
- The training Jempak provides to its employees regarding Jempak's Social Standards and Code of Conduct which specifically addresses that neither forced labour nor child labour is allowed in Jempak's activities; and,
- The lack of reports from Jempak's employees regarding any suspicion of forced labour and/or child labour being involved in Jempak's activities or supply chain.

In other words, Jempak assesses that its efforts to ensure that forced labour and/or child labour is not being used in its business and/or supply chains are effective for the Reporting Year based on results and the lack of reports of forced labour and/or child labour through Jempak's established policies and processes.

With respect to activities and operations in Canada, Jempak's Human Resources and Legal Departments have policies and processes in place that teach employees about their rights and Jempak's procedures, and Jempak complies with applicable laws in administering the employment of its employees. In Jempak's assessment, given Jempak's supervision of its plant and warehouses and its history of strong compliance demonstrated through successive audits, Jempak considers itself effective in ensuring that no forced labour or child labour is involved in any of its business operations within Canada.

Jempak is most often audited on the SMETA standard which specifically includes definitions of and prohibitions against child labour and forced labour as derived from the ILO or the ETI, and therefore Jempak considers itself effective in ensuring that forced labour and/or child labour is not a feature of its business operations. Jempak has also not been contacted regarding any reports submitted through the employee-reporting HelpLine.

With respect to Jempak's vendors and suppliers who are based in different parts of Canada and the world, Jempak relies on the Ecovadis scores and believes that based on these scores, its efforts to ensure that its supply chain is free of forced and/or child labour is effective. Jempak contracts with Ecovadis and IntegrityNext, who are both impartial third parties and subject matter experts on environmental, social and governance ("ESG") aspects, to conduct assessments, and Jempak trusts the results of those assessments. Jempak defers to the expertise of its due diligence partners in identifying such issues in its suppliers' self-reported results given Ecovadis' subject

matter expertise. Jempak believes that outsourcing the assessments of its suppliers to Ecovadis is an effective mode of ensuring that forced labour and child labour is not a feature in its supply chain: whereas SMETA audits focus primarily on supply chain transparency and reporting, Ecovadis assessments also consider the environmental impact and human rights performance of the entity being assessed, therefore allowing for a more holistic review of the true “on-the-ground” characteristics of employment for any of Jempak’s vendors or suppliers.

Jempak’s understanding is that Ecovadis’s lengthy tenure with performing ESG assessments has led to a large Ecovadis database that allows it to benchmark Jempak’s ESG performance against industry standards and/or peers. Ecovadis also provides reports to Jempak that allows Jempak to identify areas of strength and improvement. Jempak assesses that its use of Ecovadis for supplier and vendor assessments, combined with its regular practice of requiring vendors and suppliers to confirm compliance with BME’s principles and code of conduct, is an effective system in ensuring that forced labour and/or child labour are not a feature of its supply chain.

BME - Code of Conduct

I. Preamble

The German Association of Supply Chain Management, Procurement and Logistics (BME) represents around 9,750 members, ranging from individuals to large companies. All sectors and types of companies are represented in the BME, such as industry and trade, banks and insurance companies, public institutions, utilities and logistics service providers.

The BME and its members recognize their social responsibility. In particular, all those involved in the procurement process, as intermediaries between their own company and the suppliers in the respective procurement markets, bear responsibility towards their own company, towards customers and suppliers, towards the environment and towards society.

The actions of the companies and their employees are guided in particular by the values of integrity and fairness.

The BME Code of Conduct is a voluntary code intended to emphasize the interest of the German Association of Supply Chain Management, Procurement and Logistics (Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.) and its members in fair, sustainable, responsible ethical principles of action.

The BME Code of Conduct applies to the signing / acceding company, its management as well as its employees and shall serve as the basis for all business relationships of the signing / acceding company.

The ethical guidelines described in this BME Code of Conduct are based in particular on the principles of the UN Global Compact (Annex), the ILO conventions, the UN Universal Declaration of Human Rights, the UN conventions on the rights of the child and on the elimination of all forms of discrimination against women, and the OECD guidelines for international companies. The following points II to V constitute minimum standards and are intended to prevent situations that may call into question the integrity of the companies and their employees.

The signing / acceding company observes the principles of the Global Compact and works towards their achievement in its management.

II. General principles, law and legislation

The signing / acceding company undertakes to live up to its social responsibility in all corporate activities.

The signing / acceding company undertakes in all business actions and decisions to comply with the applicable laws and other relevant provisions of the countries in which it operates. Business partners are to be treated fairly. Contracts are honored, taking into account changes in the general conditions.

III. 1. Corruption/antitrust/forced labor/child labor

a) Corruption

When dealing with business partners (customers, suppliers) and government institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Actions and (purchase) decisions are made free of extraneous considerations and personal interests.

The applicable criminal law on corruption must be complied with. Among other things, note the following:

Crimes related to public officials:

The granting of personal benefits (in particular of a monetary nature such as payments and loans including the granting of small gifts over a longer period of time) by the signing / acceding company and its employees to public officials (such as civil servants or employees in public service) with the aim of obtaining benefits for the signing / acceding company or themselves or third parties is not permitted.

Crimes in business transactions:

Monetary personal benefits in return for preferential treatment in business dealings may not be offered, promised, granted or approved. Likewise, personal benefits of value may neither be demanded nor accepted in dealings with business partners.

The signing / acceding company must impose on its employees that they do not allow themselves to be promised corresponding benefits.

Management and employees of the signing / acceding company may not offer, promise, demand, grant or accept any gifts, payments, invitations or services in business dealings that are granted with the intention of improperly influencing a business relationship or where there is a risk of jeopardizing the professional independence of the business partner. This is generally not the case with gifts and invitations that are within the scope of customary hospitality, custom and courtesy.

The signing / acceding company may issue a binding policy on accepting and giving gifts, invitations to entertainment and events. This may provide for exceptions regarding appropriate low-value and symbolic gifts, appropriate business meals and appropriate events of the company itself as well as of business partners (customers, suppliers). The policy shall be communicated to the BME and it shall be communicated transparently within the signing / acceding company as well as to existing and potential business partners (publication).

The signing / acceding company shall provide a contact person who can be contacted if employees of the signing / acceding company are in a conflict of interest or they are unsure whether a conflict of interest exists or could arise.

b) Conduct towards competitors (antitrust law)

The signing / acceding BM member company respects fair competition. Therefore, the signing / acceding company shall comply with the applicable laws that protect and promote competition, esp. the applicable antitrust laws and other laws regulating competition.

In dealing with competitors, these regulations prohibit in particular agreements and other activities that influence prices or conditions, allocate sales territories or customers, or impede free and open competition in an impermissible manner. Furthermore, these regulations prohibit agreements between customers and suppliers aimed at restricting customers' freedom to autonomously determine their prices and other conditions when reselling (price and condition fixing).

In view of the fact that the demarcation between prohibited cartels and permissible cooperation can be problematic, the signing / acceding company should provide a contact person for its employees who can be contacted in case of doubt.

c) Forced labor and human trafficking

The signing / acceding company rejects any form of forced labor and human trafficking.

d) Child labor

The signing / acceding company observes the regulations of the United Nations on human rights and children's rights. In particular, the signing / acceding company undertakes to comply with the Convention concerning the Minimum Age for Admission to Employment (Convention 138 of the International Labor Organization) and the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (Convention 182 of the International Labor Organization).

If a national regulation concerning child labor provides for stricter standards, these must be observed as a matter of priority.

III. 2. Principles of social responsibility

a) Human Rights

The signing / acceding company respects and supports the observance of internationally recognized human rights.

b) Discrimination

The signing / acceding company undertakes to oppose any form of discrimination within the framework of the respective applicable rights and laws. This refers in particular to discrimination against employees on the basis of gender, race, disability, ethnic or cultural origin, religion or belief, age or sexual orientation.

c) Health protection

The signing / acceding company ensures occupational safety and health protection at the workplace within the framework of national regulations. The signing / acceding company supports continuous development to improve the working environment.

d) Fair working conditions

The signing / acceding company respects the right to freedom of association and the working hours of its employees within the framework of the respective applicable rights and laws.

e) Environmental protection

The signing / acceding company is committed to the goal of environmental protection for present and future generations in a sustainable manner. Laws enacted to protect the environment must be observed. The signing / acceding company uses resources sparingly and keeps the impact on the environment low. The signing / acceding company supports environmentally conscious actions of its employees.

f) Trade secrets

The signing / acceding company obligates its employees to observe company / and business secrets. Confidential information as well as confidential documents may not be disclosed to third parties without authorization or made accessible in any other way, unless authorization has been granted for this purpose or the information is publicly accessible.

IV. Suppliers

The signing / acceding company is requested to communicate the principles of this BME Code of Conduct Section III 1. and 2. to its immediate suppliers, to promote compliance with the contents of the BME Code of Conduct Section III 1. and 2. among its suppliers to the best of its ability, and to request that these suppliers also comply with the BME Code of Conduct Section III 1. and 2. The signing / acceding company is also encouraged to recommend to its suppliers

that they in turn ask their suppliers to comply with the BME Code of Conduct. Furthermore, the signing / acceding company undertakes to fulfill and comply with the principles and requirements of the Supply Chain Sourcing Obligations Act and to implement them to the best of its ability in its daily business activities.

V. Compliance

The signing / acceding company is free to introduce more far-reaching behavioral guidelines with higher requirements for ethical behavior for itself and its employees.

The signing / acceding company undertakes to make known to its employees the contents regulated in this BME Code of Conduct and the obligations resulting therefrom.

The signing / acceding company undertakes to work towards ensuring that the company complies with the principles of this BME Code of Conduct, in particular by designing and, if necessary, adapting guidelines and processes.

The signing / acceding company must name a responsible contact person for the BME Code of Conduct vis-à-vis the BME who can provide binding information on compliance with the BME Code of Conduct. The signing / acceding company must take suitable organizational precautions to ensure that the BME Code of Conduct is complied with by the signing / acceding company and its management. This is done in particular by introducing and maintaining appropriate controls and plausibility checks.

APPENDIX

United Nations Global Compact

The ten principles

The principles of the Global Compact are based on a worldwide consensus derived from

- the Universal Declaration of Human Rights
- the International Labor Organization Declaration on Fundamental Principles and Rights at Work
- the Rio Declaration on Environment and Development and
- the United Nations Convention against Corruption

The Global Compact requires companies to recognize, support and put into practice within their sphere of influence a set of core values in the areas of human rights, labor standards, environmental protection and anti-corruption:

Human Rights

1: Businesses should support and respect the protection of international human rights within their sphere of influence and

2: ensure that they are not complicit in human rights abuses

Labor standards

3: Businesses shall uphold the freedom of association and the effective recognition of the right to collective bargaining, and shall also provide for

4: the elimination of all forms of forced labor,

5: the abolition of child labor and

6: advocate the elimination of discrimination in employment and occupation.

Environmental protection

7: Companies should support a precautionary approach in dealing with environmental problems,

8: Take initiatives to create a greater sense of environmental responsibility; and

9: Promote the development and diffusion of environmentally friendly technologies.

Fighting corruption

10: Businesses should work against all forms of corruption, including extortion and bribery.

ATTESTATION

This statement is made pursuant to *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains* for the fiscal year ending on December 31, 2025. This statement has been reviewed by Jempak's Head of Operations and Supply Chain who confirms that it is true to the best of their knowledge.

The undersigned attests to the following:

This report has been reviewed and approved by the Board of Directors of First Quality Home Care Products Canada, ULC 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.

I have the authority to bind Jempak

Signature: 

Full Name: Jim Dodge

Title: Director

Date: May 28, 2026