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## Fighting Against Forced Labour and Child Labour in Supply Chains Act

### Annual Report – 2024

#### **Section 1: Structure, Activities, and Supply Chains**

Fort Garry Fire Trucks Ltd. (FGFT), established in 1919, is Canada's largest manufacturer of firefighting apparatus. Headquartered in Winnipeg, Manitoba, FGFT employs 133 staff members and specializes in the design and manufacture of custom fire trucks and related equipment for clients across Canada and internationally. The company also operates a Rubber Division focused on producing advanced rubber solutions.

FGFT maintains long-standing supplier relationships with several reputable vendors. Many of our suppliers have also completed reports under Bill S-211.

FGFT conducts regular quality evaluations of materials received and performs on-site inspections at various supplier locations to ensure ongoing compliance and performance.

#### **Section 2: Policies and Due Diligence Processes**

FGFT is actively implementing formal policies and tools to support ethical sourcing, including:

- A Supplier Code of Conduct outlining expectations regarding labour and ethical standards
- A Supplier Self-Assessment Questionnaire designed to assess potential risks and promote transparency
- A Social Procurement Mission Statement, with ISO 26000 and ISO 20400 serving as guiding frameworks for integrating social responsibility and sustainable procurement into our operations
- A contractual clause requiring suppliers to certify compliance with anti-forced labour and child labour regulations
- A Human Rights Policy

The formal policies will be posted on our website.

FGFT's current practices include on-site vendor visits, quality control tracking systems, and corrective action procedures for underperformance. We have maintained ISO 9001 certification since 1994 and have been certified under the ISO 9001:2015 standard since 2018, demonstrating our commitment to quality and accountability across all levels of operation.

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### **Section 3: Risk Assessment and Management**

FGFT's Canadian-based operations are considered low risk for forced or child labour. However, we recognize that certain upstream suppliers may source raw materials from higher-risk regions.

To mitigate potential risks, FGFT currently is undertaking the following actions:

- Conducting site visits led by management
- Monitoring vendor performance and enforcing corrective action plans
- Preparing to introduce formal compliance questionnaires and updated contract terms in 2025

### **Section 4: Remediation Measures**

To date, FGFT has not identified any instances of forced or child labour within its supply chains, therefore we have not taken any steps to remediate the loss of income to vulnerable families. A formal remediation policy is not yet in place.

In 2025, FGFT will implement a response plan for supplier non-compliance, which will include:

- Issuing corrective action requests
- Temporarily suspending or terminating supplier contracts when necessary
- Reporting serious violations to the appropriate authorities

### **Section 5: Training**

While formal training sessions on forced or child labour have not yet been conducted, FGFT has initiated discussions within our company and with outside providers on training for upper management. These initiatives are intended to strengthen our due diligence practices and supplier oversight.

To date, our Quality Assurance Coordinator has completed two online courses on forced labour awareness. FGFT is also exploring the development of an internal training program for all employees.

In 2024 and 2025, FGFT offered an English language development program for employees seeking to improve their language proficiency. This initiative reinforces our commitment to ensuring that all staff members understand their roles, responsibilities, and rights in the workplace.

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**Section 6: Assessing Effectiveness**

FGFT currently monitors vendor performance using spreadsheet-based tracking systems. These systems record the results of site visits and track any corrective actions implemented. While indirect, these measures help assess and manage supply chain risks.

In 2025, FGFT plans to integrate social compliance tracking into its existing tools and introduce supplier declarations to evaluate the effectiveness of our programs more directly over time.

This report was approved by the Board of Directors of Fort Garry Fire Trucks Ltd. on July 23, 2025.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of, attest that I have reviewed the information contained in the report on behalf of the governing body of 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 within this report.

Name: Lisa Suche

Title: Purchasing Manager

Date: July 23, 2025

Signature:



I have the authority to bind Fort Garry Fire Trucks Ltd.