



Fighting Against Forced Labour and Child Labour in Supply Chains Act Annual Report – 2025

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 153 staff members and specializes in the design and manufacture of 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

In 2025, FGFT implemented the following formal policies and tools to support ethical sourcing:

- 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.

The formal policies are 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.

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.
- Introducing formal compliance questionnaires and updated contract terms.



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 2026, FGFT will implement a response plan for supplier non-compliance, which will include:

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

Section 5: Training

To date, our Vice-President of Supply Chains, Human Resources/Payroll & Benefits Specialist and Quality Systems Manager have all completed an 8-hour E-Learning Course on Forced Labour. All office employees of FGFT have been required to view a training video on Forced Labour and have signed a form of acknowledgement.

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. FGFT is planning to implement another course in 2026.

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 2026, 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 April 29, 2026.

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: Vice President of Supply Chain

Date: April 29, 2026

Signature: 

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