

## **2025 Forced Labour and Child Labour Report**

### **1. Introduction**

This report is made pursuant to obligations under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Supply Chains Act)*. This is a joint report filed by fischer CANADA Stainless Steel Tubing Inc. and fischer Tubetech Inc. (jointly referred to as “fischer Canada” hereafter) and details our commitment to ethical business practices. The following report demonstrates how fischer Canada contributes to the fight against forced labour and child labour in supply chains. This report is prepared for the fiscal year ending on December 31, 2024.

### **2. Commitment**

fischer Canada condemns all forms of illegal employment, forced labour and child labour in the strongest possible terms; it does not support such practices and strives to combat them wherever possible.

### **3. Structure, Activities and Supply Chains**

#### **(a) Structure**

fischer Canada is comprised of three business units including fischer CANADA Stainless Steel Tubing Inc., fischer Tubetech inc., and koenigfischer metal Inc.; all companies are incorporated by law in the Province of Ontario, Canada. Canadian offices are located at 190 Frobisher Drive, Waterloo, Ontario, Canada N2V 2A2. As of December 31, 2024, our company operates with approximately 300 full-time employees in Canada. Our corporate head office is located in Achem -Fautenbach, Germany. Globally, fischer group employs over 2,700 employees.

Around the world, the fischer group is committed to generating the greatest customer benefit through cooperative product development, a high level of innovation and the highest manufacturing quality. This applies to the core areas of longitudinally welded tubes made of stainless steel or other high-quality materials as well as components and subassemblies developed from them. Our partnership with customers, suppliers and service providers, is based on fairness and mutual respect - which are of particular importance to us.

Proximity to the customer has always been a priority to the fischer group. With locations in Germany, Austria, Canada, the U.S.A., Mexico, Uruguay, South Africa

and China, the fischer group is internationally positioned and can offer its customers efficient and cost-effective solutions.

**(b) Activities**

The fischer group is the world's leading supplier of longitudinally welded stainless steel tubes and components as well as subassemblies manufactured from them.

For more than half a century, the fischer group has dedicated itself to manufacturing tubing. From the very beginning, the fischer group's design engineers have developed the entire production process and associated machine technology. Over the years, these have been continuously improved to become today's state of the art production equipment.

Further processing of the tubes into sophisticated components or subassemblies has become increasingly important over time. Here, among other things, hydroforming has established itself as a key technology within the fischer group.

**(c) Supply Chain**

fischer Canada's supply chain is mainly sourced from North America with approximately 80% Canadian suppliers and approximately 10% American suppliers. Approximately 4% of suppliers are from European countries with a remaining approximate 1% of goods and services being supplied from China and/or South Africa.

fischer Canada's supply chain includes:

- Importing of stainless steel and carbon steel
- MRO products
- Repairs and spare parts
- Packaging
- Gases and lubricants
- PPE and safety supplies
- Office equipment, and supplies
- Local contracts for services (e.g. uniform service, cleaning, snow removal, landscaping, mechanical services, etc.)

**4. Policies and Due Diligence Processes**

fischer Canada has Corporate Guidelines outlining how our company condemns of all forms of illegal employment, forced labour and child labour, and this is posted directly on our company website.

In addition to the aforementioned policies, fischer Canada maintains an Approved Supplier Listing where the supplier completes a Vendor Evaluation Survey, which requests acknowledgment of whether the supplier has a procedure in place to restrict and ensure ethical sourcing of raw materials, products and contracted services and if they have anti-bribery or corruption policies.

#### **5. Forced Labour and Child Labour Risks**

fischer Canada will continue to assess the risk and any change to supplier status, such as:

- Canada Border Services Agency under the Customs Act has determined that goods conflict with Bill S-211 (import ban)
- Credible information that goods produced in whole or part by forced labour and or child labour
- Supplier has been convicted of human trafficking in Canada or abroad

#### **6. Remediation Measures**

fischer Canada does not have any measures in place to remediate the loss of income to vulnerable families resulting from efforts to eliminate forced labour and child labour.

#### **7. Training**

fischer Canada's management participated in Bill S-211, Forced Labour & Child Labour Legislation, Legal Overview presented by the Employer Manufacturing Consortium (EMC) on June 19, 2024.

fischer Canada has made the commitment to create a Compliance Form for our suppliers and contractors to complete during the next reporting year, this will be maintained as suppliers and contractors are added. Additionally, training through the CCC has been identified for employees dealing directly with suppliers and will be completed in 2025. Finally, fischer Canada commits to providing employees with training regarding forced labour and child labour during orientation.

#### **8. Assessing Effectiveness**

fischerCanada will implement policies and procedures to assess the effectiveness of ensuring that forced labour and child labour are not being used in its activities and supply chains. More specifically, we will implement a Whistleblower Protection Policy during the next reporting year.

**9. Approval and Attestation**

In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains 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.

Name: Thomas Prell

Title: Vice President

Date:

May 7<sup>th</sup> 2025.

Signature:

T. Prell

*I have the authority to bind fischer CANADA Stainless Steel Tubing Inc., and fischer Tubetech Inc.*