

MODERN SLAVERY REPORT

1.0 INTRODUCTION

Bill S-211, “An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff” (the “Act”) mandates that eligible entities disclose their efforts aimed at combating and mitigating the threat of exploitative labor practices within their operations and supply chain.

This report is a public declaration from the Decor Cabinet Company (Decor Cabinets Ltd.) disclosing the organization’s processes for addressing exploitative labour practices as outlined in the Act. This is the second annual report issued by Decor Cabinets and refers to the 2024 fiscal year, encompassing January 1st, 2024, to December 31st, 2024.

2.0 STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Decor Cabinets manufactures custom cabinetry for kitchens, bathrooms, and specialty rooms in Morden, Manitoba, Canada, and distributes its products through a network of dealers across Canada and the United States. The materials and components used in Decor’s manufacturing processes are sourced from both domestic and international Tier 1 suppliers (those supplying directly to Decor). We recognize that risks related to modern slavery may exist deeper in the supply chain, particularly with international suppliers and in regions where labor standards enforcement may be limited. While our direct Tier 1 suppliers are primarily based in Canada, and the U.S., we are committed to working with our suppliers to improve transparency and assess potential risks in lower tiers of our supply chain.

3.0 HUMAN RIGHTS COMMITMENT

Recognizing the intrinsic value of human rights, the Decor Cabinet Company has integrated values such as genuine respect, and unwavering integrity into every level of the organization. Decor Cabinets explicitly prohibits all forms of modern slavery, human trafficking, and human rights violations within the organization and across all affiliations and business relationships.

4.0 POLICIES AND DUE DILIGENCE PROCESSES

Decor Cabinets has implemented policies and procedures to combat modern slavery, including forced labour and child labour. These include:

POLICY	DESCRIPTION
Ethical and Sustainable Purchasing Policy	Outlines standard purchasing guidelines for the organization, including transparency, compliance, and ethical business practices.
Hiring Policy	Establishes fair and transparent framework for recruiting and selecting qualified candidates.

The due diligence processes included in Decor’s policies include:

- Ensuring hiring practices comply with the Act
- Applying criteria for selecting vendors and suppliers

5.0 FORCED LABOUR AND CHILD LABOUR RISK IDENTIFICATION PROCESS

Decor Cabinets is affiliated with Canadian Manufacturers and Exporters (CME) through which it receives industry-specific news and updates regarding compliance obligations, risks factors, and best practices.

6.0 REMEDIATION MEASURES

Decor Cabinets considers suppliers with publicly available commitments to worker safety, environmental responsibility, ethical sourcing, and codes of conduct as more favorable during vendor selection.

Decor Cabinets is committed to cooperating with investigations and taking corrective action, including supplier engagement or termination, if adverse impacts are identified.

7.0 ASSESSING EFFECTIVENESS

The Decor Cabinet Company has developed policies to combat all forms of modern slavey as outlined in the Act. Should an incident occur, due diligence measures will be analyzed and revised in Decor's policies.

8.0 TRAINING

Decor Cabinets does not currently have a dedicated training program for Bill S-211. However, employee onboarding includes education on human rights in Manitoba via the Manitoba Human Rights Code, workplace rights in Canada through the Manitoba Workplace Safety & Health Act, and employment standards through the Employment Standards Act. All employees are required to complete this training and understand their rights prior to commencing work.

9.0 APPROVAL

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that as a binding authority of the Decor Cabinet Company (Decor Cabinets Ltd.), 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.



I have the authority to bind Decor Cabinets Ltd.

Connie Pauls

Owner, Decor Cabinets Ltd.

May 26th, 2025