



Fairchild Property Group Ltd.

Modern Slavery Report

For the fiscal year ended March 31, 2025

Contents

Contents.....	2
1. Introduction	3
2. Steps to Prevent and Reduce the Risk of Forced Labour and Child Labour	3
3. Structure, Activities and Supply Chains	4
3.1. Structure and Activities	4
3.2. Supply Chain	4
4. Policies and Due Diligence Processes	5
4.1. Code of Conduct	5
4.2. Recruitment Policy and Work Environment	6
4.3. Supply Chain	7
5. Actions Taken in Fiscal 2025 to Assess and Manage Risks	8
5.1. Supplier Code of Conduct Implementation	8
5.2. Supplier Self-Assessment Questionnaire	8
5.3. Contractual Safeguards	8
5.4. Ongoing Supplier Engagement.....	9
5.5. Feedback Mechanism	9
5.6. Continuous Improvement and Future Initiatives.....	9
6. Risk Assessment	9
7. Remedial Measures.....	10
8. Training	10
9. Assessing Effectiveness and Future Improvements	10
10. Approval and Attestation	11

1. Introduction

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) requires businesses to report annually on the measures taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chains. This joint report is prepared by Fairchild Property Group Ltd. (“**FPG**” or “**we**” or “**us**”) for the fiscal year ended March 31, 2025 (“**Fiscal 2025**”) and covers our own operations as well as those of our directly controlled subsidiaries that produce or import goods from outside Canada.

In Fiscal 2025, our purchasing team worked closely with all overseas suppliers to ensure alignment with our Supplier Code of Conduct (the “**Code**”), which prohibits the use of forced labour and child labour at all levels of production. Suppliers were required to review and acknowledge our standards, complete a self-assessment questionnaire, and confirm their compliance before any orders were placed. Any supplier failing to meet our expectations was not engaged. A contractual clause reinforcing these requirements was also included in all overseas agreements and purchase orders.

This report outlines the steps we have taken to prevent and reduce the risk of modern slavery in the production of goods that are produced, sold, or distributed by us. Throughout this report, the term “modern slavery” refers to both forced labour and child labour.

2. Steps to Prevent and Reduce the Risk of Forced Labour and Child Labour

During the fiscal year ended March 31, 2025, FPG took the following steps to help prevent and reduce the risk of forced labour or child labour in our operations and supply chain:

- Conducted an internal assessment to identify areas of our operations that have a risk of forced labour and child labour;
- Worked closely with overseas suppliers to assess the risks of forced labour and child labour in their supply chains, and required them to review and acknowledge our Supplier Code of Conduct;

- Requested overseas suppliers to complete a self-assessment questionnaire and reviewed their responses to ensure alignment with our standards before placing any orders;
- Included anti-forced labour and child labour clauses in all overseas contracts and purchase orders;
- Mapped activities and our supply chain;
- Continued developing and deploying a formal statement on modern slavery as well as the Supplier Code of Conduct in our supply chain;
- Worked on Act compliance checklists and training materials for employees responsible for hiring and procurement; and
- Raised awareness among employees about the Act and their related responsibilities.

3. Structure, Activities and Supply Chains

3.1. Structure and Activities

FPG is incorporated under the laws of the Province of British Columbia and was established in 1989. FPG is headquartered in Richmond, British Columbia and engages in a diverse range of businesses serving the needs of multicultural communities and households from coast to coast. FPG operates in multiple sectors, including media, technology, real estate, food and beverage, wholesale, retail and lifestyle, with further expansions on the horizon. These businesses have been strategically developed to synergistically enhance operations between each other, ensuring a strong network of support for companies expanding into the Canadian market.

As of March 31, 2025, FPG employs over 400 full-time and part-time employees in Canada through its direct controlled subsidiaries that produce or import goods produced outside Canada, . FPG maintains a presence in Toronto Ontario, Vancouver British Columbia and Calgary Alberta through its subsidiaries.

3.2. Supply Chain

FPG's supply chain consists of suppliers of finished goods including general merchandise and clothing, based in Canada, Japan, Hong Kong, and China. Finished goods are sourced in compliance with our internal import/supply policies and in conjunction with our supplier

partners, from a combination of local sources and an international base of proven suppliers. We partner with suppliers that share our commitment to quality, employee welfare and social sustainability. The majority of our finished goods are procured from suppliers in Japan and Hong Kong.

We partner with suppliers that share our commitment to quality, employee welfare, and social sustainability. To strengthen this commitment in Fiscal 2025, we enhanced our engagement practices by requiring all overseas suppliers—primarily those based in Japan, Hong Kong and China—to review and acknowledge our Supplier Code of Conduct and complete a self-assessment questionnaire prior to order placement. These measures help ensure our suppliers operate in alignment with our values and expectations.

4. Policies and Due Diligence Processes

4.1. Code of Conduct

FPG is committed to operating in accordance with the highest human rights and ethical standards, in compliance with all applicable labour codes and laws, both federal and provincial, as well as government regulations and rules. (the “**Code**”).

FPG wishes to maintain a work environment that fosters personal and professional growth for all employees in accordance with the Code. While maintaining such an environment is the responsibility of every staff member, managers and supervisors have additional responsibilities to lead in a manner that fosters respect for each employee.

Our responsibility is to:

- Foster cooperation and communication among each other;
- Treat each other fairly, with dignity and respect;
- Promote harmony and teamwork in the workplace;
- Strive for mutual understanding of performance expectations, and communicate routinely to reinforce that understanding;

- Encourage and consider opinions of other employees, and invite participation in decisions that affect work and careers;
- Support the growth and development of employees by helping them achieve personal goals at FPG and beyond;
- Seek to avoid workplace conflict, and if it occurs, respond fairly and quickly to resolve it;
- Administer all policies equitably and fairly, recognizing that jobs are different but each is important; that individual performance should be recognized and measured against predetermined standards; and that each employee has the right to fair treatment;
- Recognize that employees in their personal lives may experience crisis and show compassion and understanding.

In addition to our internal responsibilities, we expect our external suppliers—especially those involved in overseas production—to share these same values. In Fiscal 2025, we continued to reinforce this alignment by distributing our Supplier Code of Conduct and requiring acknowledgment of its principles as a condition of business engagement.

4.2. Recruitment Policy and Work Environment

FPG is an equal opportunity employer and employs personnel without regard to race, ancestry, place of origin, color, ethnic origin, language, citizenship, creed, religion, gender, sexual orientation, age, marital status, physical and/or mental disability, or financial ability. While remaining alert and sensitive to the issue of fair and equitable treatment for all, FPG seeks to fully integrate this principle of Employment Equity with its other human-resources policies and procedures to ensure that all present and potential employees receive equitable treatment in all matters related to employment.

Consistent with Human Rights legislation, we recognize the value and dignity of each individual, ensuring genuine, open, and unhindered access to employment opportunities free from any barriers. We are committed to providing equal opportunities in hiring, promotion, and compensation. We believe every employee should be valued and are dedicated to fostering an environment where everyone can thrive and contribute to our collective success.

FPG does not tolerate bullying, harassment or other inappropriate comments or conduct towards a person that causes humiliation, intimidation, or embarrassment in any of its workspaces. FPG aims to provide a safe and healthy work environment for the continuous growth and development of all our employees, helping to foster and sustain a culture of honesty and accountability.

As part of this commitment, FPG prohibits any form of forced labour or child labour in its hiring practices and promotes ethical standards throughout its operations and supply chains.

4.3. Supply Chain

In Fiscal 2025, FPG continued efforts to reduce the risks of modern slavery in our supply chain. We implemented a checklist to guide procurement and hiring staff, as well as other relevant employees, on key considerations related to modern slavery. We also finalized and distributed a modern slavery self-assessment questionnaire to be completed by our suppliers.

We engaged with our suppliers to review their due diligence practices and any existing policies or codes related to modern slavery. While our current efforts focused primarily on first-tier suppliers, we recognize the importance of expanding visibility further down the supply chain and intend to explore second-tier oversight in future reviews.

To support these efforts, we have put the following measures in place:

a) Supplier Code of Conduct

In Fiscal 2025, FPG deployed its Supplier Code of Conduct (“**the Code**”) and accompanying Modern Slavery Questionnaire to all overseas suppliers. The Supplier Code outlines our expectations and requirements for ethical labour practices and responsible sourcing. Suppliers are required to acknowledge and adhere to the Code as a condition of doing business with FPG.

b) Contractual Clauses

FPG has incorporated contractual clauses aimed at reducing the risk of modern slavery into all overseas purchase orders and supplier agreements. These clauses require suppliers to take steps to prevent forced labour and child labour in their operations and supply chains.

5. Actions Taken in Fiscal 2025 to Assess and Manage Risks

In Fiscal 2025, FPG implemented a series of targeted actions to prevent and reduce the risk of forced labour and child labour within its operations and supply chains. These efforts focused on reinforcing supplier expectations, gathering due diligence information, and strengthening contractual protections. The following steps were completed during the reporting period:

5.1. Supplier Code of Conduct Implementation

Our Purchasing team worked closely with all overseas suppliers to ensure that their practices aligned with FPG's values—particularly the prohibition of forced and child labour. Before placing any orders, suppliers were provided with our Supplier Code of Conduct and were required to review and acknowledge its contents. This document outlines our expectations regarding human rights, working conditions, and responsible supply chain practices.

5.2. Supplier Self-Assessment Questionnaire

Suppliers were asked to complete a modern slavery self-assessment questionnaire. This allowed us to understand their existing policies, diligence practices, and any codes or procedures in place related to forced or child labour. Each response was carefully reviewed. If a supplier's answers failed to meet our expectations or did not align with our Code of Conduct, we did not proceed with placing orders.

5.3. Contractual Safeguards

To reinforce compliance, FPG added modern slavery clauses to all overseas contracts and purchase orders. These provisions require suppliers to take steps to avoid the use of forced and child labour and to notify us immediately if any such risks are identified within their operations.

5.4. Ongoing Supplier Engagement

We maintain long-term relationships with key suppliers and are committed to ensuring their ongoing alignment with FPG's ethical standards. We conduct periodic reviews and check-ins with long-term vendors to confirm their continued adherence to our Supplier Code of Conduct.

5.5. Feedback Mechanism

In Fiscal 2025, we developed an online reporting mechanism that will allow employees, suppliers, or the public to raise concerns about modern slavery, fraudulent activity, or violations of our Supplier Code.

5.6. Continuous Improvement and Future Initiatives

FPG remains committed to improving its practices as part of a long-term ethical sourcing strategy. We recognize that addressing modern slavery risks requires ongoing learning, collaboration, and adaptation.

6. Risk Assessment

While FPG operates entirely within Canada, we recognize that our supply chain includes overseas suppliers whose operations may carry varying levels of risk related to forced or child labour. In Fiscal 2025, we took a structured approach to assessing these risks.

We distributed our modern slavery self-assessment questionnaire to overseas suppliers to gather insight into their due diligence practices and relevant labour policies. The responses provided valuable information about potential exposure to modern slavery and informed our procurement decisions.

In addition, our purchasing team remained attentive to the country of origin for raw materials and goods—particularly from regions where human rights enforcement may be weaker. Through this

review process, FPG determined that its current exposure to modern slavery risks is limited. Nonetheless, we will continue to monitor our supply chain and engage with suppliers to uphold our values and legal obligations.

7. Remedial Measures

FPG is not aware of any instances of forced labour or child labour in its supply chain during Fiscal 2025. As a result, no remedial actions were required to address adverse impacts or income loss to families that could have resulted from actions taken to eliminate modern slavery. Should any potential or confirmed instances of forced or child labour arise in the future, we are committed to investigating promptly and implementing appropriate remedial measures in accordance with legal and ethical standards.

8. Training

FPG employees are regularly informed of our ethical standards, regulatory obligations, and Code of Conduct. Employees responsible for hiring and procurement are expected to stay current with relevant labour and import regulations.

In Fiscal 2025, FPG shared this modern slavery report and the Fighting Against Forced Labour and Child Labour in Supply Chains Act with relevant staff to raise awareness of our legal obligations and reinforce the company's expectations regarding supplier engagement and procurement decisions. This initiative served as an important internal step to ensure employees are equipped to recognize and respond appropriately to modern slavery risks in the supply chain.

9. Assessing Effectiveness and Future Improvements

FPG is committed to continuous improvement in preventing and addressing modern slavery

risks. An internal assessment of the measures introduced in Sections 4.3(a), 4.3(b), and 4.3(c) was conducted at the end of Fiscal 2025 to evaluate their effectiveness.

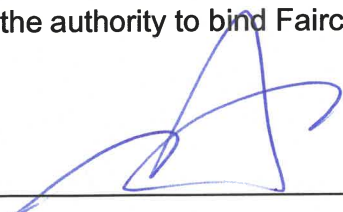
This assessment is helping us identify areas for improvement and prioritize next steps to further strengthen our ethical sourcing framework. The results will inform future updates to our Supplier Code of Conduct, monitoring tools, and engagement strategy with suppliers.

10. Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of FPG for the fiscal year ended March 31, 2025.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this 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 Fairchild Property Group Ltd.



Full Name: Tiffany Ho

Title: Senior Vice President and Senior General Manager

Date: May 14, 2025