

FB Canada Express Forced Labour and Child Labour Policy

This statement is made pursuant to Bill S211 section 6(1) of An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act. It constitutes the FB On Board Courier Inc. statement for the financial year ending 2026. Reporting Period: April 1, 2025 to March 31, 2026.

Section 1: Annual Reporting Commitment

In alignment with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211), FB Canada Express has developed a comprehensive policy and program dedicated to identifying, preventing, and mitigating risks of forced labour and child labour within our operations and supply chain.

This initiative underscores our strong commitment to upholding fundamental human rights, fostering a safe and fair working environment, and promoting sustainable and ethical practices across all areas of our business.

By adopting internationally recognized standards for forced labour mitigation and collaborating with key stakeholders, including suppliers, partners, and regulatory authorities, we aim to proactively address the risks associated with forced labour and child labour and contribute to a more ethical, transparent, and accountable global business environment.

Through this policy, we strive to empower our employees, suppliers, and partners with the knowledge, tools, and guidance necessary to identify, prevent, and respond to instances of forced labour and child labour effectively.

By integrating this program into our organizational culture and supply chain management practices, we reinforce our dedication to compliance with international labour standards, ethical sourcing principles, and Canadian regulatory requirements.

This report is prepared in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act and outlines the steps taken by FB Canada Express during the reporting period of April 1, 2025 to March 31, 2026 to prevent and reduce the risk of forced labour and child labour in its operations and supply chains.

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Section 1.2: FB Canada's Commitment to Prevent and Reduce Forced Labour

Forced labour refers to situations where individuals are coerced to work against their will under threat, punishment, or other forms of coercion. It deprives individuals of their freedom and basic rights and often leads to exploitative working conditions and serious human rights violations.

Child labour refers to the employment of children in work that deprives them of their childhood, potential, and dignity, and that is harmful to their physical or mental development. This includes work that is hazardous, exploitative, or interferes with their education and well-being.

FB Canada Express recognizes that, as a company involved in supply chain operations and trade facilitation, we play a critical role in preventing and reducing the risks of forced labour and child labour.

To meet our obligations, FB Canada Express commits to the following actions:

- Taking reasonable steps to understand and promote compliance with labour laws and ethical standards among suppliers, vendors, and partners
- Implementing a risk-based approach to identifying and addressing potential forced labour risks within our supply chain
- Collaborating with relevant stakeholders and industry partners to follow best practices
- Providing training and awareness programs for employees on recognizing and reporting forced labour and child labour
- Promoting transparency and accountability through responsible business practices
- Maintaining proper documentation and records to support annual reporting obligations

Section 1.3: Structure, Activities, and Supply Chains

FB Canada Express is a Canadian logistics and transportation company specializing in e-commerce shipment coordination, freight forwarding, and supply chain facilitation.

Our operations include coordinating domestic and international shipments, working with third-party carriers, and supporting logistics operations for a variety of clients.

Our supply chain includes:

- Transportation providers and freight carriers
- Third-party logistics partners
- Vendors and service providers supporting shipment processing and delivery

As a logistics provider, FB Canada Express does not manufacture goods. However, we recognize that risks of forced labour and child labour may exist within upstream supply chains, particularly in international logistics networks and third-party service providers.

Section 2: HR Policy for Anti-Forced Labour Business Processes

This HR policy establishes the framework outlining FB Canada Express' expectations, guidelines, and procedures related to anti-forced labour and anti-child labour measures.

This policy is incorporated into existing HR policies and was formally implemented in January 2026. Prior to this, FB Canada Express maintained general practices and expectations related to ethical conduct and labour standards, which have since been formalized and strengthened through this policy.

Section 2.1: Commitment to Zero Tolerance

FB Canada Express maintains a strict zero-tolerance policy toward:

- Forced labour
- Child labour
- Human trafficking
- Any form of worker exploitation

We unequivocally condemn any form of coercion, abuse, or exploitation and are committed to protecting the rights and dignity of all individuals within our workforce and supply chain.

Section 2.2: Preventative Measures

To ensure compliance with this policy, FB Canada Express will implement robust preventative measures, including:

- Taking reasonable steps to understand and promote ethical labour practices among suppliers and partners
- Assessing labour practices through risk-based evaluations
- Establishing clear procedures for identifying and escalating concerns
- Maintaining internal controls and compliance documentation
- Periodically reviewing and improving policies and procedures

Section 2.3: Training and Awareness

FB Canada Express provides training and awareness initiatives to employees, including:

- Distribution of educational materials on forced labour and child labour
- Guidance on identifying warning signs and risk indicators
- Communication of reporting procedures and employee responsibilities
- Reinforcement of the company's commitment to ethical practices

During the reporting period from April 1, 2025, to March 31, 2026, awareness materials, including an Anti-Forced Labour Awareness Poster, were distributed and reporting expectations were communicated to employees.

FB Canada Express will continue to expand and formalize training programs.

Section 2.4: Hiring Best Practices

To ensure ethical hiring and responsible business practices:

- Employees are expected to follow the Employee Code of Conduct, which outlines requirements related to voluntary employment, ethical practices, and reporting obligations
- The Code of Conduct is communicated to employees and reinforced through ongoing awareness and training initiatives
- Employment-related documentation is retained in accordance with company policies
- Where applicable, agreements with suppliers may include expectations related to compliance with labour laws and ethical standards

Section 3: Supplier Oversight

Section 3.1: Risk Identification

FB Canada Express recognizes that risks of forced labour and child labour may exist within global supply chains, particularly in logistics and transportation networks.

To support risk identification, the company:

- Maintains awareness of risks associated with third-party vendors and service providers
- Considers factors such as geographic location and nature of services
- Monitors relationships with partners and suppliers as part of ongoing operations

FB Canada Express will continue to enhance its approach to supplier risk evaluation over time.

Section 3.2: Corrective Action and Remediation

If a supplier is found to be non-compliant:

- The supplier must implement a Corrective Action Plan within a defined timeframe
- FB Canada Express will monitor progress and require evidence of remediation
- Continued or serious non-compliance may result in termination of the business relationship

Section 3.3: Reporting Policy Infringements

This policy provides a clear and effective process for reporting suspected forced labour, child labour, or human trafficking.

This applies to all employees, contractors, and third-party partners.

Section 3.4: Reporting Procedure

If any individual suspects forced labour, human trafficking, or exploitative practices, they must report concerns immediately through one of the following channels:

- HR Direct Contact: ilomberg@fbexpress.com

Or

- payroll@fbexpress.com

Reports may be submitted anonymously. FB Canada Express is committed to maintaining confidentiality to the fullest extent possible.

Information to include when reporting:

- Description of the incident
- Location and parties involved
- Supporting documentation (if available)
- Contact information (optional for follow-up)

Section 3.5: Investigation and Response

All reports will be:

- Promptly reviewed and investigated by the HR department
- Documented and tracked for compliance purposes
- Escalated to senior management where necessary
- Addressed through appropriate corrective actions

Section 3.6: Non-Retaliation

FB Canada Express strictly prohibits retaliation against any individual who reports concerns in good faith.

Any form of retaliation will result in disciplinary action, up to and including termination.

Section 4: Actions Taken During the 2025-2026 Reporting Period

During the reporting period, FB Canada Express took the following steps to prevent and reduce the risk of forced labour and child labour:

- Developed and implemented a formal Anti-Forced Labour and Child Labour Policy
- Communicated expectations through internal policies and the Employee Code of Conduct
- Distributed awareness materials, including workplace posters
- Established internal reporting channels for employees and partners
- Promoted awareness of forced labour risks within operations and business relationships

At this time, FB Canada Express has not identified any confirmed instances of forced labour or child labour within its operations or direct supply chain.

Section 5: Remediation and Effectiveness

If FB Canada Express becomes aware of a risk or instance of forced labour or child labour, the company will take appropriate action, which may include:

- Engaging with the relevant supplier or partner to address the issue
- Requiring corrective actions within a reasonable timeframe
- Monitoring progress and outcomes
- Reassessing or terminating business relationships where necessary

Where feasible, FB Canada Express aims to work with partners to improve conditions rather than immediately terminate relationships, in order to avoid unintended negative impacts on workers.

FB Canada Express acknowledges that actions taken to address forced labour risks may impact workers. Where appropriate, the company will consider these impacts and encourage responsible practices that support affected individuals and minimize harm.

The company assesses the effectiveness of its efforts by:

- Monitoring reported concerns and investigation outcomes
- Reviewing internal policies and procedures
- Conducting periodic reviews of this report and related practices

FB Canada Express is committed to continuously improving its approach to identifying and addressing risks.

Effective Date and Review

This is approved and will be reviewed/updated on an annual basis or as needed to ensure its continued relevance and effectiveness.

Signed on behalf of the Board of Directors,



Nicholas Timmins
President and Chief Executive Officer
F.B. On Board Courier Services Inc.

Date: 3/30/2026



John Sproat
Chief Operating Officer
F.B. On Board Courier Services Inc.

Date: 3/31/2026