

Canadian Statement Against Forced Labor and Child Labor in Supply Chains
pursuant to an Act to enact the Fighting Against Forced Labor and Child Labor in
Supply Chains Act and to amend the Customs Tariff,
referred to as Canada’s “*Modern Slavery Act*” (the “**Act**”)
for the year ending December 31, 2024

1. INTRODUCTION

This report is submitted pursuant to *An Act to enact the Fighting Against Forced Labor and Child Labor in Supply Chains Act and to amend the Customs Tariff* (the “**Act**”). This statement outlines the approach of Fempro Consumer Products, ULC (“Fempro”). Fempro Consumer Products, ULC is a corporation incorporated pursuant to the laws of Quebec.

Fempro is committed to sustainable and equitable business practices that model social responsibility and positive values. Fempro is committed to respecting human rights and labor standards that allow all to participate meaningfully in society and/or employment. With respect to its supply chain and procurement processes, Fempro is committed to ensuring that forced and/or child labor is not involved in Fempro’s supply chain.

This report adopts the Act’s definitions of child labor, entity and forced labor. As is explored and relied on in this report, the Act’s definition of child labor and forced labor largely subsume the substantive definition of child labor and forced labor as articulated by the International Labor Organization (the “**ILO**”) and as included in the internationally acknowledged Ethical Trading Initiative (“**ETI**”).

2. REPORTING ENTITY

Fempro Consumer Products, ULC

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Fempro is a subsidiary of its parent company First Quality Enterprises, Inc. a family owned and privately held company that manufactures, sells and distributes branded and private label absorbent hygiene, paper and packaging products into the healthcare, retail and commercial channels.

Fempro manufactures and distributes private label and national brand feminine hygiene products in North America. Fempro has a single manufacturing plant and principal place of business located at 1330 Rue Jean-Berchmans-Michaud, Drummondville, QC J2C 2Z5, Canada.

Fempro’s supply chain includes sourcing raw materials worldwide. Spare parts for our manufacturing infrastructure are sourced primarily within Canada and the United States, as well as within the European Union. Finished goods are distributed within Canada and the United States.

Fempro is committed to complying with human rights, employment, and immigration laws. All Fempro Team Members comply with the minimum legal age for employment and are provided with working conditions, wages and benefits, which meet or exceed applicable statutory requirements.

4. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOR AND CHILD LABOR

Fempro has an active Code of Conduct (“the Code”) that is designed to communicate its expectations for ethical business conduct and to provide guidance to all Team Members as they apply these principles every day in performing their responsibilities. The Code specifically references the prohibition on forced and child Labor. Fempro Team Members are required to comply with all applicable laws, adhere to Fempro’s policies, and report any suspected violations of the Code and/or Company policies. Team Members are provided with numerous ways to report concerns, including an anonymous HelpLine, which is operated

by an independent third party. Team Members are required to review and acknowledge the Code on an annual basis.

Fempro's recruitment practices include minimum education and/or experience requirements for all roles, as well as multiple checks for confirmation of date of birth, including third party verification.

Fempro requires its vendors and suppliers to confirm compliance with the Third Party Code of Conduct and are expected to monitor their supply chains to ensure that they are not employing child labor. Suppliers are expected to inform us as soon as possible if child labor is found.

5. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOR AND CHILD LABOR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

When analyzing our supply chains and business practices, we do not believe that there are any significant risks for forced labor and child labor and we have not identified any risks and will continued to monitor and assess.

6. MEASURES TAKEN TO REMEDIATE FORCED LABOR AND CHILD LABOR

There have been no instances of forced labor or child labor found.

Fempro participates in ethical and social responsibility audits under the Sedex Members Ethical Trade Audit (SMETA) methodology which enables businesses to assess their sites and suppliers to understand working conditions in their supply chain. Based on the ETI base code, ILO conventions and local country laws, SMETA audits include assessments of labor standards, human rights, worker health and safety, environmental compliance, and business ethics performance. SMETA audits specifically assess for risks of forced labor or child labor in Fempro's activities and organizational structure.

Fempro requires its vendors and suppliers to confirm compliance with the Third Party Code of Conduct and suppliers are expected to monitor their supply chains to ensure that they are not employing child labor. Suppliers are expected to inform us as soon as possible if forced or child labor is found.

7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOR AND CHILD LABOR

At the time of this report, no incidents of forced labor or child labor were identified within Fempro's operations or supply chain. Should an incident be identified, Fempro would take steps to remediate any forced labor or child labor, as appropriate.

8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOR AND CHILD LABOR

New hires are required to acknowledge the Code of Conduct, which strongly emphasizes Fempro's prohibition of and opposition to forced labor and/or child labor. Incumbent Team Members are required to acknowledge on an annual basis.

Fempro realizes that its Team Members are its best asset to assess potential indicators of forced labor or child labor on the "frontlines," and that is why as part of its training Fempro reminds its Team Members of their ability to anonymously report any violation or perceived violation of the Code of Conduct through the HelpLine, which is operated by a third-party service provider to protect the privacy of any caller. The HelpLine is also posted on the Company's website for third parties to utilize. Fempro has never been contacted about any report submitted through this hotline which relates to child labor or forced labor.

EMPLOYEE HELPLINE

We believe in fostering a workplace where integrity and transparency are paramount. To support this commitment, all First Quality team members have access to an independent, third-party helpline for sharing ethical issues or concerns.



WHY USE THE EMPLOYEE HELPLINE?



Confidentiality Assured: Your privacy is our priority. All submissions are handled by an independent third party to ensure your concerns remain confidential, and where permitted by local law, anonymous.



Around-the-Clock Access: Whether it's day or night, weekday or weekend, our helpline is always open 24/7 to listen and support you.



Quick Response: All reports to the Helpline will be reviewed and responded to in a timely and appropriate manner. Retaliation will not be tolerated.

HOW TO ACCESS:



Company Network: From the home page of First Quality's intranet, click the **First Quality Helpline Link** under quick links which will automatically connect you to First Quality's Helpline Landing Page.



Public Internet: From any computer, navigate to www.FirstQualityHelpline.com. Click "File a New Report" to initiate a case. When submitting a case, ensure you provide all pertinent information regarding your report, including Who, What, Where and When. You can follow up with your case via a self-assigned Report Key.



Toll-Free Phone: Call from the U.S. & Canada at 1-800-850-8500.



Workdays: On a computer or the Workday mobile app, navigate to HR QuickLinks and click "First Quality Helpline."

9. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOR AND CHILD LABOR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

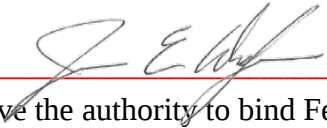
For the reporting year of 2024, Fempro assessed its efforts to ensure that forced labor and/or child labor is not being used in its business and/or supply chains based on the following:

- Fempro's strong audit record when it is internally audited by its customers;
- The training Fempro provides to its Team Members; and,
- The lack of reports from Fempro's employees or any other Third Party regarding any suspicion of forced labor and/or child labor being involved in Fempro's activities or supply chain.

Fempro will continue to maintain its routine engagement with Suppliers, as well as monitor its independent third-party reporting tools that remain available to Team Members at all times to report any policy violations, as well as any ethical or human rights concerns.

ATTESTATION

This statement is made pursuant to *An Act to enact the Fighting Against Forced Labor and Child Labor in Supply Chains* for the fiscal year ending on December 31, 2024. Our Board has approved this statement. 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. For clarity, I am providing this attestation in my capacity as a director and officer of Fempro Consumer Products, ULC, and not in my personal capacity.



I have the authority to bind Fempro Consumer Products, ULC