

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT REPORT

INTRODUCTION

This report is prepared by BCP VI Trillium Holdings Limited (the "Company"), together with its subsidiaries, (collectively "Trimco Group" or the "Group") in accordance with Section 11(1) of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). It outlines the measures taken from January 2025 to December 2025 to prevent slavery, servitude, forced or compulsory labour, and human trafficking within our business operations and supply chains. Additionally, this covers ongoing business action plans and initiatives for 2026 and beyond.

BCP VI Trillium Holdings Limited serves as the parent company of Trimco Group specializing in the manufacturing and provision of labels, tags, accessories and packaging solutions for garment factories. The Group operates with a steadfast commitment to ethical business practices, ensuring respect for human rights and decent working conditions across all levels.

Trimco Group maintains operations in following countries and jurisdictions: Bangladesh, Canada, China, Denmark, Germany, Guatemala, Hong Kong, India, Indonesia, Kenya, Mexico, Netherland, Norway, Pakistan, Romania, Singapore, Sweden, Thailand, Turkey, United Kingdom, United States, and Vietnam.

The Group's commitment to ethical business practices is outlined in its Group Code of Conduct, Human Right Policy, Supplier Code of Conduct as well as internationally recognized standards and certifications including BSCI and HIGG FSLM, which were globally implemented across the Group in 2023. The entire Group remains fully aware of and dedicated to its legal and moral responsibilities to prevent modern slavery, child labour, human trafficking and other human rights violations.

BCP VI Trillium Holdings Limited, alongside the Group continuously strives continuously to enhance its practices in the ongoing fight against modern slavery and human trafficking, as well as all aspects of ethical business practices.

The Group is dedicated to conducting its business ethically and responsibly, ensuring that our operations uphold and protect human rights. We strive to:

- a. Eliminate discrimination in employment.
- b. Prohibit modern slavery, including child and forced labor; and
- c. Eradicate harassment and physical or mental abuse in the workplace.

We are actively embedding these principles into our core business activities, including training, communications, contracts and due diligence processes, as appropriate. Our commitment extends to our interactions with our key suppliers and business partners, both within Canada and globally.

SUPPLY CHAIN STRUCTURE, SELECTION AND MONITORING

The supply of goods, services and products to the Group's business units is managed by local subsidiaries, with support from the Group's Procurement team. The procurement team and ESG teams oversee Corporate Social Responsibility (CSR) efforts, supporting local teams in selecting business partners that align with the Group's ethical standards.

While the Group's primary business partners are based in Europe and North America, it sources goods, services and raw materials — such as textiles and ribbon from China and other parts of Asia, including India and Bangladesh. Ethical practices within the supply chain are a fundamental expectation for the Group's business partners.

The Group works closely with its business partners to uphold and embed core ethical values, including efforts to combat modern slavery, child labour, human trafficking and other human rights violations.

INTERNAL POLICIES, PROCEDURES, RISK ASSESSMENT AND CONTRACTUAL CONTROLS

The Group is committed to upholding and promoting human rights as outlined in internationally recognised human rights instruments. We acknowledge the fundamental importance of treating all stakeholders within our value chain with dignity, respect, and equality. Our commitment includes strict adherence to applicable national and international laws, including the following key human rights frameworks:

- United Nations Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- The International Labour Organisation's (ILO) Declaration of the Fundamental Principles and Rights at Work and the ILO Core Conventions
- International Labour Organisation (ILO) Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labour)
- The UN Guiding Principles on Business and Human Rights and the associated Gender Dimensions of the UNGPs

- United Nations Convention on the Rights of the Child
- The OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct

Through our continued commitment, the Group strives to ensure ethical business practices and the protection of human rights across all operations.

We also employ industry-leading tools such as HIGG FSLM and BSCI to uphold responsible business practices. These frameworks reinforce our unwavering commitment to safeguarding human rights across all aspects of our operations.

HIGG FSLM

Facility Profile
 Recruitment & Hiring
 Working Hours
 Wages & Benefits
 Worker Treatment
 Worker Involvement
 Health & Safety
 Termination

BSCI

PA 1: Social management systems and cascade effect
 PA 2: Worker’s involvement and protection
 PA 3: The rights of freedom of association and collective bargaining
 PA 4: No discrimination
 PA 5: Fair remuneration
 PA 6: Occupational health and safety
 PA 7: No child labour
 PA 8: Decent working hours
 PA 9: Special protection for young workers
 PA 10: No precarious employment
 PA 11: No bonded labour
 PA 12: Protection of the environment
 PA 13: Ethical business behaviour

The Group is committed to conducting business in a legally, responsible and sustainable manner that upholds ethical integrity while prioritizing the well-being of our people, communities, stakeholders and natural environment. We recognise that the primary risks related to modern slavery exist within our business partnerships, particularly among suppliers operating in higher risk jurisdictions.

A significant portion of the Group's supply chain is overseen by our Group Procurement team and Group legal & compliance team in Hong Kong. Centralised purchasing of goods and services strengthens oversight and ensures supplier selection and procurement processes are managed by a well-trained team in ethical and responsible purchasing.

Since 2024, major suppliers have been required to comply with the Group's vendor onboarding standard operating procedure, which includes due diligence assessment. All major suppliers must sign a supply contract and adhere to the Supplier Code of Conduct to be eligible to supply any goods or services to the Group. The practice has been gradually extended to other suppliers since 2025.

Furthermore, our suppliers are expected to comply with international standards such as BSCI and HIGG FSLM. Any supplier that refuses or fails to comply with these standards may face termination of their business relationship with the Group. To ensure continuous compliance, regular audit and inspections are conducted by the Group or independent third parties, assessing adherence to international Environmental, Social and Governance (ESG) standards, including human rights requirement.

GROUP POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

The Group maintains a Zero-Tolerance policy towards any violation of human rights, including but not limited to modern slavery, child labour and human trafficking. The Group is committed to operating in strict compliance with legal requirements while upholding the highest standards of integrity. Through continuous communication, we share and reinforce our values with employees, business partners and suppliers across all locations to maintain strong awareness of ethical responsibilities.

As part of our ongoing compliance and monitoring effort, we have established the Trimco Supplier Code of Conduct, which incorporates the amfori BSCI Code of Conduct and aligns international labour regulations. These frameworks are grounded in the Universal Declaration of Human Rights, the Children's Rights and Business Principles, and UN Guiding Principles for Business and Human Rights, ensuring our dedication to responsible and ethical business practices.

The Group maintains a strong relationship with its supply chain, fostering effective communication with business partners across various locations, while respecting local cultures. We continuously enhance our processes to promote transparency and fairness in the workplace, enabling employees to grow alongside the Group.

In addition to ethical business practices, the Group actively supports and contributes to local communities in line with our core values and vision. As part of our commitment to Responsible and Ethical Purchasing, we integrate Corporate Social Responsibility (CSR) and Sustainability principles into our operations.

Our CSR reports are published on the Trimco Group website (<https://www.trimco-group.com>), providing clear guidance on our ethical standards and reinforcing expectations for business partners including suppliers. The Group requires its business partners to uphold these principles by minimizing environmental impact, promoting sustainable development and maintaining ethical practices.

The Group's policies require business partners to adhere to the following ethical and operational standards:

- **Human Rights Protection:** Recognize and respect internationally proclaimed human rights.
- **Ethical Supply Chain Standards:** implement internationally recognized ethical policies, such as BSCI, HIGG FSLM and other human rights and labour management principles.
- **Prohibition of Exploitation:** Strictly forbid child labour, slavery, forced labour and human trafficking.
- **Workplace Safety:** Ensure a secure and healthy working environment for all employees.
- **Zero-Tolerance for Corruption:** Prohibit all forms of corruption including extortion, bribery, and influence peddling.
- **Fair Labour Condition:** Guarantee fair labour practices, ensuring employees receive regular salaries in accordance with employment contracts and legal requirements.
- **Anti-Discrimination Measures:** Prevent discrimination based on race, gender, age, ethnicity, political opinion, or origin.
- **Training and Transparency:** Provide ongoing training and communication to employees, fostering ethical awareness and transparency within the Group.
- **Sustainability Commitment:** Continuously implement programs that promote responsible and sustainable growth.

Additionally, the Group also operates a whistleblowing mechanism, allowing employees and external stakeholders to report concerns internally or externally to the Legal & Compliance department. This procedure ensures that individuals can report suspected illegality, unethical behavior, or other serious wrongdoing, including potential cases of modern slavery and human trafficking.

DUE DILIGENCE, MANAGEMENT OF MODERN SLAVERY RISK

The Group collaborates with its business partners, primarily suppliers, to uphold our global

policies through audits conducted by internal compliance teams, or internationally recognized independent auditors. These audits assessed whether business partners adhere to the Group's ethical and human right principles.

To supplement internal processes, independent assurance provided conduct audits that evaluate compliance levels among business partners and highlight areas for improvement. To ensure audit effectiveness, the Group employs a structure audit methodology comprising the following key elements:

- Compliance with the Group's ethical standards and policies.
- Evaluation of business partners against corporate social responsibility (CSR) benchmarks including BSCI, HIGG FSLM, OEKO-TEX and GRS, as well as alignment with international auditing standards.

The methodology allows the Group to optimize audit operations by defining and prioritizing assessments. If an audit reveals non-compliance with the Group's ethical requirements, the business may be given a timeframe to implement necessary corrective actions. In severe cases, the Group reserves the right to terminate the business relationship and immediately remove the partner from our supply chain.

MONITORING EFFECTIVENESS

The Group conducts regular internal and external audits at business partners' premises to ensure compliance and prevent serious breach. In 2024, no cases related to modern slavery were reported or identified through audits conducted by our internal compliance & ESG teams or external auditors.

Through our ProductDNA® monitoring system, we actively oversee our own sites and suppliers to identify and mitigate human and labour rights risks. This includes tackling issues related to discrimination, equal opportunity, fair compensation, the right to organize collective bargaining, and freedom of association.

Human Rights Due Diligence Process

All manufacturing sites have established formal management systems to comply with BSCI, HIGG FSLM, local regulatory requirements and customer standards. The *Trimco Group Supplier Management Guidelines* are fully implemented across all factory and production locations.

Additionally, all factory sites are required to register their social due diligence certificates, as well as those of their tier suppliers on the internal ProductDNA® platform. The Group evaluates human rights performance at each site via ProductDNA®, leveraging BSCI and HIGG FSLM assessment tools for internal site reviews and supplier evaluation and selection.

Our internal compliance and ESG teams conduct regular internal audits and assessments,

including reviews of both new and existing suppliers. If any factory or production site is assessed with a 'C' rating or lower in any BSCI category or lower than 70% in all risk categories for HIGG FSLM verification, a corrective action plan is mandated to ensure improvement and compliance.

INTERNAL TRAINING AND COMMUNICATION

Ensuring all employees understand the risks of modern slavery and human trafficking is a core priority. Employees are trained to recognise indicators of exploitation and understand the appropriate steps to take when suspicious activity is identified. To support this, the Group will provide structured, tiered training across all global operations.

FURTHER STEPS AND MONITORING

The Group recognizes the pervasive and harmful nature of modern slavery and understands that measures to address related risks must be dynamic. As part of its ongoing commitment, the Group will regularly review operational practices, refine its due diligence approach and strengthen risk mitigation efforts going forward.

THE GROUP HAS IDENTIFIED THE FOLLOWING AS KEY ACTIONS FOR 2026:

- **Enhancing staff awareness-** Providing necessary training within the organization. Relevant sessions have been planned and initiated for 2026.
- **Strengthening compliance approaches-** Developing and identifying internationally recognized tools to ensure continuous and effective monitoring of the supply chain.
- **Improving procurement and vendor selection-** Reviewing and refining the vendor's selection and onboarding process to enhance supply chain risk management.
- **Maintaining close communication with business partners-** Regularly promoting compliance awareness to foster strong ethical practices.

In accordance with the requirements of the Act, particularly Section 11, I confirm 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 confirm that the information presented in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year specified above.



Ricardo Lobo

Group Chief Executive Officer

31st May 2026

I have the authority to bind Trimco Group