

Danby Annual Report on Forced Labour and Child Labour Laws



Date: Feb. 24, 2026

Reporting Period: January 1, 2025 – December 31, 2025

1. Introduction

Danby is a privately held corporation that designs, sources, distributes and services small appliances primarily in Canada, the United States and Mexico. We import products into Canada and the U.S. from international locations. This report consolidates our disclosures to meet the expectation Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

2. Entity Structure, Activities and Supply Chains

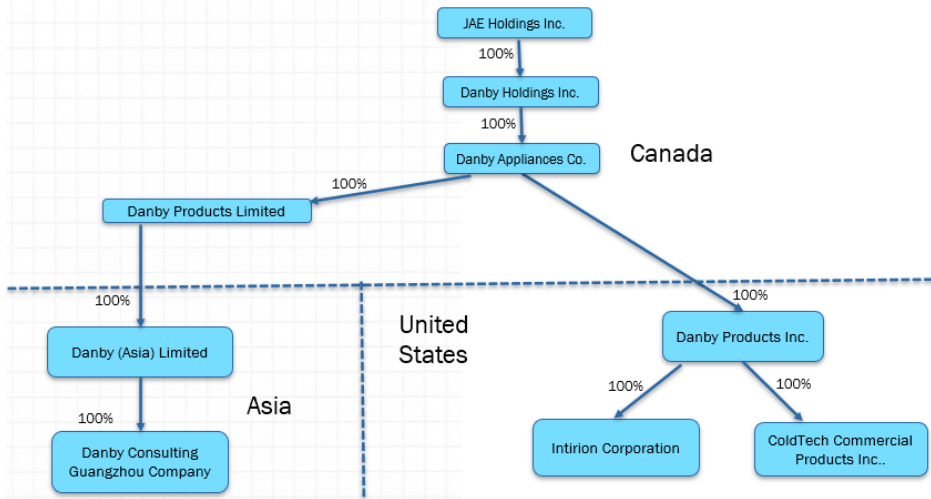
Legal Entities and Locations. Danby Products Limited (Head Office: 5070 Whitelaw Rd., Guelph, Ontario, Canada - BN: 101-257-806 RT0001); Danby Products Inc. (1800 Production Dr., Findlay, Ohio – EIN: 52-1787540); Intirion Corporation (2 Annette Rd., Ste 3, Foxboro, MA – EIN: 04-2993662); Danby Appliances Co.; Danby (Asia) Limited and Danby Consulting Guangzhou Company (office presence in Guangzhou, China).

Operations & Activities. Danby designs, sources, and distributes compact and specialty appliances (e.g., microwaves, compact refrigerators, wine coolers, ranges, washing machines, air conditioners, dehumidifiers) and sold through national and independent retailers as well as other distributors.

Supply Chain Overview. Primary manufacturing partners are in China, Mexico, Turkey, Thailand, ~~India~~ and the United States. Distribution and service operations occur in Canada and the U.S., with sales in the UK and Mexico. Danby has had long-term relationships with our suppliers for the most part well over ten years. We have contracts pertaining to these purchases which are maintained year over year.

Danby maintains visibility over Tier 1 manufacturing partners. Full mapping below Tier 1 (e.g., component and raw material suppliers) is incomplete. We are expanding supplier questionnaires, engaging third-party experts, and prioritizing deeper mapping of higher-risk materials and sectors to close this gap.

Danby Appliances Co. - Organization Chart – December 31, 2025



Policies Related to Modern Slavery, Forced Labour and Child Labour

Danby's policy framework includes:

- Supplier Code of Conduct (SCoC) with zero tolerance for forced and child labour; prohibition of human trafficking; expectations for legal compliance and ethical sourcing across all tiers.
 - Recruitment Policy prohibiting worker-paid recruitment fees and requiring the use of licensed recruitment agents only.
 - Freedom of Movement and Document Control: prohibition on retention of workers' identity documents and any restriction on movement.
 - Working Hours and Overtime: compliance with legal limits; overtime is voluntary and compensated according to law.
 - Freedom of Association and Collective Bargaining: respect for workers' rights to organize and bargain collectively.
 - Harassment and Violence: zero tolerance for intimidation, coercion or threats.
 - Letter of Guarantee – an attestation that no forced or child labor exist in their facility.
 - Contract Management outlining compliance with all laws regarding the procurement of our goods.

Policies are reviewed annually and communicated to relevant internal teams and suppliers.

4. Risk

Risk Management: Identification, Assessment and Prioritization

Methodology and Sources. Risk assessments consider country, sector, product, and workforce characteristics (e.g., migrant worker vulnerability). We utilize internationally recognized sources, along with third-party social audits, supplier self-assessments, worker interviews during audits, site observations by Danby Asia staff, and grievance data.

Frequency and Governance. Risk assessments are conducted at least annually and refreshed when significant operational or geographic changes occur. Oversight is provided by the Compliance & Social Responsibility Team, with annual updates to Executive Leadership.

Priority Risks to Workers. Potential risks include deceptive recruitment and fee-charging by brokers in certain regions, restrictions on freedom of movement and document retention in labour-hosting countries, and child labour risk in lower tiers for certain raw materials. These risks are prioritized for continuous improvement and deeper tier mapping and supplier engagement.

Danby's country-of-origin risk overview reflects generalized risk indicators for forced labour and child labour across key sourcing countries. These ratings guide prioritization for audits, training, and deeper tier mapping.

Danby Risk MAP

Global Risk Rating	Forced Labour Risk	Child Labour Risk	Danby Supplier evaluation	Scale Definition
China	High	High	Low	High = systemic, govt-linked Medium = significant but improving
Turkey	High	Medium-High	Low	High = systemic Medium-High = significant ongoing risk
Thailand	Medium-High	Medium	Low	Medium-High = substantial risk but with improvements
Mexico	High	High	Low	High = systemic, govt-linked Improving but insufficient

Danby Smelter Risk Map – Conflict Minerals

Country	High	Medium	Low
China	0	36	23
Turkey	0	75	147
Thailand	0	5	2
Mexico	N/A	N/A	N/A

Danby Audit Management Results

Factory Located (City, Country)	Product type	Compliances with Forced Labour/Child Labour - Verified through Auditing Process (Yes=compliance, no=Issues) Guarantee letter signed	Audit Date
Turkey	Refrigerator	Yes	1/28/2025
Zhongshan China	Small appliance	Yes	2/24/2025
Taizhou China	Refrigerator	Yes	6/16/2025
Wuhu China	Air - conditioner	Yes	6/3/2025
Zhongshan China	Refrigerator	Yes	6/16/2025
Zhongshan China	Wine cooler	Yes	5/6/2025

Zhongshan China	Microwave	Yes	4/27/2025
Zhongshan China	Range	Yes	3/6/2025
Shunde China	Dishwasher	Yes	11/3/2025
Zhongshan China	Air - conditioner	Yes	7/3/2025
Nansha China	Refrigerator	Yes	7/24/2025
Wuhu China	Dishwasher	Yes	8/26/2025
Zhongshan China	Air - conditioner	Yes	5/26/2025
Wuxi China	Washing machine	Yes	8/25/2025
Thailand	Refrigerator	Yes	2/10/2025
Zhongshan China	Wine cooler	Yes	2/26/2025
Nanhai China	Refrigerator	Yes	9/14/2025
Ningbo China	Icemaker	Yes	6/27/2025
Qingdao, China	Refrigerator	Yes	5/13/2025
Zhongshan, China	Microwave	Yes	10/15/2025
Zhongshan, China	Cooktop	Yes	9/16/2025

Zhejiang China	Range	Yes	10/29/2025
Shunde China	Microwave	Yes	12/4/2025

5. Due Diligence

Due Diligence, Supplier Engagement and Remediation

Danby's due diligence program includes:

- Supplier onboarding with mandatory acceptance of the Supplier Code of Conduct.
- Independent third-party social audits and corrective action plans.
- Quarterly supplier scorecard reviews across multiple internal teams.
- Danby University training mandatory for employees involved in procurement.
- Danby Audit Management Statement of procedures.
- Danby Supplier Score card which will include corrective actions and resolution.
- Ongoing Development of value chain risk mapping and identification.
- Conflict mineral risk assessments.
- Internal code of conduct – assisting employees of Danby in sound judgement.

Remediation:

Danby has not identified any forced labour and or child labour in our supply chain and therefore has not been required to initiate any remediation efforts.

If forced or child labour is identified, Danby will not engage with suppliers who fail to meet their compliance obligations and will cease our relationship.

6. Training

Training and Awareness

Training enhancements include Danby University content in the form of online review, which is mandatory for existing and new employees in procurement, logistics, quality, and leadership teams. Quarterly scorecard reviews are presented to the executive team for discussion on noncompliance related matters.

7. Assessing Effectiveness

Assessing Effectiveness: Governance, KPIs and Outcomes

Danby will assess progress using the following metrics:

KPI	Definition	Target (2025)	Reporting Frequency
Tier 1 Social Audit Coverage	Share of Tier 1 factories with valid third-party social audits within last 12 months	100%	Annually
Supplier SAQ Completion	Share of active suppliers completing modern slavery self-assessment questionnaire	100%	Annually
Staff Trained	Number and % of in-scope staff who completed training	100% of in-scope	Annually
Tier 1 Social Audit Coverage	Share of Tier 1 factories with valid third-party social audits within last 12 months	100%	Annually

8. Governance

Governance, Oversight and Consultation Among Linked Entities

Governance Structure:

Body/Team	Role
Board of Directors	Approves the annual report; receives quarterly updates on compliance risks.
Executive Leadership (CEO, President)	Accountable for policy enforcement and supplier compliance.
Compliance & Social Responsibility Team	Leads risk assessments, policy updates, training, due diligence and remediation protocols.
Sourcing, Product & Quality Teams	Integrate responsible purchasing practices and evaluate supplier performance (CAPs and scorecards).
Danby Asia Team	Conducts onsite visits, engages suppliers, monitors working conditions and follows up on CAPs.

Consultation Among Entities. This joint report was prepared by Danby Products Limited, Danby Products Inc., Intirion Corporation, Danby Appliances Co., Danby (Asia) Limited and Danby Consulting Guangzhou Company through cross-functional inputs from Compliance, Sourcing, Product, Operations, HR, Quality and Finance. Each entity contributed supply chain risk and audit insights that informed the consolidated disclosures.

9. Challenges and Continuous Improvement

Challenges and Continuous Improvement

- Deeper-tier visibility: implementing enhanced mapping and disclosure requirements for Tier 1 suppliers; prioritizing higher-risk materials and regions.
- Data integration: improving linkage between purchasing practices, audit findings, and CAP management to enable proactive risk prevention.
- Increasing visibility into the completion of corrective action plans, from annually to quarterly
- Ability to Implement grievance channels at vendors who have their own policies and controls.

10. Attestation

Attestation and Approval

This report has been approved by the Board of Directors for the fiscal year ended December 31, 2025. In accordance with the requirements of applicable legislation, the undersigned attests that they have reviewed the information contained in this report for the entities listed above and, to the best of their knowledge and after exercising due diligence, attest that the information is true, accurate and complete in all material respects for the reporting year.

Signed: Andrew Raymond

Title: President, Danby Products Limited, Danby Products Inc., Intirion Corporation, and Danby Appliances Co.

Date: February 24, 2026