

At **CIMS Limited Partnership**, we are committed to upholding ethical standards and ensuring the integrity of our supply chains.

In alignment with the objectives of Bill S-211, which aims to eliminate forced and child labor from supply chains, we have implemented policies and procedures to safeguard against these practices.

Our Policy Highlights:

1. **Supplier Compliance:** We mandate that all our suppliers adhere to the requirements of Bill S-211, preventing and reducing the risk of forced labor and child labor throughout their production process. We prioritize working with North American suppliers to mitigate risk exposure.
2. **Supplier Qualification:** We conduct evaluations of supplier compliance through our Supplier Qualification/Approval process, ensuring that ethical labor practices. Our standardized Term and Conditions govern all purchase orders for all divisions of the company.
3. **Ongoing Communication and Training:** We provide ongoing communication to ensure that employees understand bill provisions, review company policies, and identify indicators of forced labor and child labor.
4. **Continuous Monitoring and Improvement:** We continuously monitor our supply chains, conduct regular audits, and take corrective actions if needed to comply with Bill S-211.

By adhering to these policies and procedures, we are dedicated to ensuring that our operations remain free from forced labor and child labor, contributing to a more ethical and sustainable business environment.

Overall, the outlined policy effectively communicates CIMS Limited Partnership's approach to addressing forced and child labor in its supply chains, emphasizing transparency, continuous improvement, and stakeholder engagement.