

Ethical Policies: Child Labor

Fastco Canada is committed to upholding human rights and ethical labor practices. We do not endorse, support, or engage in any form of forced or child labor within our organization or within our supply chain. We adhere to the principles outlined to Canadian law, including Bill S-211, which prohibits child and forced labor. We strive to ensure that all employees and suppliers comply with these standards, and we actively work to identify and address any instances of non-compliance. Our commitment to ethical practices reflects our values and our dedication to operating as a responsible corporate citizen, in line with other leading Canadian companies such as Canadian Tire and Walmart.

Key Provisions

- **Definition of Child Labour:** Child labour is defined as the employment of individuals below the legally permissible minimum age as specified by applicable laws or regulations.
- **Compliance:** Fastco adheres to all local, national, and international laws and regulations concerning child labour, including Section 211 of relevant legislation.
- **Verification:** Auditing suppliers and partners (especially those in industries with high child labor risk) periodically to ensure they aren't involved in child labor, possibly with unannounced onsite visits too. We'll require them to provide us with an updated list of all their business locations at all times. If we discover hidden business sites that employ children, we'll dissolve our contract immediately.
- **Training and Awareness:** Fastco provides regular training and awareness programs to employees, contractors, and suppliers regarding the prohibition of child labour. This includes education on the relevant laws, consequences of non-compliance, and reporting procedures.
- **Supplier Responsibility:** We expect our suppliers and contractors to comply with all applicable child labour laws. We require them to certify that they do not engage in child labour practices and to provide documentation verifying the age of their workers.
- **Reporting Mechanism:** Employees are encouraged to report any suspected instances of child labour through designated channels. Fastco ensures that whistleblowers are protected from retaliation and that all reports are thoroughly investigated.
- **Remediation:** In the event of confirmed instances of child labour within our operations or supply chain, Fastco takes immediate action to rectify the situation. This may include termination of contracts with non-compliant suppliers, remediation efforts, and cooperation with relevant authorities.
- **Continuous Improvement:** We are committed to continuously improving our practices to prevent child labour. This includes regular reviews of our policies, procedures, and supply chain practices to identify and address any potential risks.
- **Enforcement:** Adherence to this policy is mandatory for all employees, contractors, and suppliers of Fastco. Violations of this policy may result in disciplinary action, including termination of employment or contracts.
- **Review and Revision:** This policy is subject to periodic review and may be revised as necessary to ensure compliance with evolving legal requirements and industry best practices.
- **Effective Date:** This policy is effective immediately upon publication and dissemination to all relevant stakeholders.

Children's welfare is everyone's business

We want to grow and thrive as a business, but we're also committed to do good by the community we belong in. We ask all of our employees and partners to follow this policy, not just because we demand it as an organization, but because securing a bright future for children is everyone's duty.

Fastco is committed to upholding the principles outlined in this policy and to contributing to the eradication of child labour worldwide.