



FORCED LABOUR REPORT FOR SCRUB DADDY INC.

This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) by Scrub Daddy Inc, a corporation incorporated on May 10th, 2012.

This report has been prepared for the calendar year ending December 31, 2023.

Identification

Reporting entity’s legal name: Scrub Daddy Inc.

Financial reporting year: January 1st, 2023, to December 31st, 2023

Identification of a revised report: N/A

Business number(s): 45-5326983

Identification of a joint report: N/A

Identification of reporting obligations in other jurisdictions: Yes

Entity categorization according to the Act: Entity (Corporation)

Sector/industry: Others, Cleaning

Location: Pennsauken, New Jersey, USA



ANNUAL REPORT

Who are we: Vision, Mission, and Values

Scrub Daddy is based in Pennsauken, New Jersey, USA and makes high-performance cleaning products by combining exclusive materials with fun, functional designs. Texture changing scrubbers, smell resistant sponges, scratch-free scour pads are just a few reasons why Scrub Daddy is America's Favorite Sponge® company!

At Scrub Daddy, we are committed to continuous improvement and customer satisfaction. As a responsible corporate citizen, we are committed to responsibly using all resources as well as safeguarding the communities and environment in which we operate.

Our Supply Chain

Scrub daddy is selling and distributing its products in and outside Canada. We work with many suppliers to provide goods and services to support the delivery of our business objectives. We are supplied by all types of companies, from local businesses through to global companies. We have many suppliers both to supply input products used in the manufacturing of our own products for sale, as well as suppliers to support our general operations.

Risks of Forced Labour or Child Labour in Our Supply Chain

Scrub Daddy is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment. Suppliers are expected to remain in material compliance with all health and safety laws applicable to the operation and use of the facilities at which products are manufactured or stored on our behalf.

Although Scrub Daddy's exposure to forced labour and child labour risks is considered low, the nature of business requires procuring many supplies and materials from international manufacturers. These products are typically sourced from direct suppliers. However, through our company policies and code of business conduct we are assured by our suppliers that they are free from any employment of forced or child labour.



How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour

➤ Policies and Due Diligence Processes

Scrub daddy's policies contain a Supplier Code of Conduct, which lays out obligations of its suppliers. The Code of Conduct formalizes Scrub daddy's expectation that our suppliers be good corporate citizens and comply with all applicable laws and regulations, including those governing the manufacture of our products, safety, child labour, employment, labour and the environment. Suppliers are expected to be familiar with the business practices of their sub-suppliers and contractors and, with them, operate within the guidelines of the company's policies. Scrub Daddy takes its values and its Code of Conduct seriously.

In addition, Scrub Daddy has adopted a modern slavery statement in accordance with the California Transparency in Supply Chains Act 2010, UK Modern Slavery Act 2015 and Australia Modern Slavery Act 2018. The statement can be readily accessible on <https://scrubdaddy.com/>

➤ Employee Training on Forced Labour and Child Labour

Scrub daddy publishes relevant policies prominently on its website. Further, Scrub Daddy, provides Anti-harassment and Human trafficking training to its employees annually.

➤ Monitoring Ourselves and Our Suppliers

Pursuant to the company policies and processes, Scrub Daddy maintains internal accountability standards and procedures to address employees, contractors or suppliers who fail to meet company standards regarding slavery and human trafficking.

Any discovery of credible information about human trafficking by employees, suppliers, and their employees can be reported confidentially to our dedicated Human Resource Department.

How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains

As of December 31, 2023, Scrub Daddy has not faced situations of forced labour or child labour and has therefore not had to remedy and rectify such situations.



Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, 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.

5/29/2024

DocuSigned by:

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Authorized Signature

Name: John O'Brien

Title: Chief Operating Officer

Date: 05/29/2024

I have the authority to sign on behalf of Scrub Daddy Inc.