






2024 Annual Report

TECO-Westinghouse Motors (Canada) Inc.

Policies and Due Diligence	Risk Management	Measures Taken to Remediate	Commitment to Training	Measures of Effectiveness
				

Fighting Against Forced & Child Labour in Supply Chains



TWMI, Policy

"It is the policy of TECO-Westinghouse Motors (Canada) Inc. to comply with all laws governing its domestic and foreign operations and to conduct affairs in keeping with the legal and ethical standards of Canadian human rights legislation, employment standards legislation, and other applicable employment laws."

Annual Report Fighting Against Forced Labour and Child Labour in Supply Chains Act

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and Canada’s international commitment to contribute to the fight against forced labour and child labour, TECO-Westinghouse Motors (Canada) Inc. (the “Corporation” or “We”) publishes this annual report for financial year January 1, 2024 – December 31, 2024 (the “Reporting Period”), and sets forth the steps taken to prevent and reduce the risk that forced labour or child labour is used at any steps of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation. This Report constitutes the second report prepared by the Corporation pursuant to the Act. We are not subject to reporting requirements under supply chain legislation in another jurisdiction.

Steps Taken to Prevent and Reduce the Risks of Forced Labour or Child Labour

During the previous Reporting Period (2023), we examined our policies, processes, activities, and initiatives related to forced labour or child labour from Canadian level. During this Reporting Period, we examined our policies, processes, activities, and initiatives related to forced labour or child labour from a global level and realized that TECO Electric & Machinery Co., Ltd. (TECO), our parent company, had already had policies, due diligence processes, activities, and initiatives related to forced labour or child labour in place.

We are a wholly owned subsidiary of TECO Electric & Machinery Co., Ltd (TECO), headquartered in Taiwan. TECO and its subsidiaries (TECO Group) are one of the world’s largest manufacturers of industrial electric motors. We import and sell electric motors manufactured by TECO. TECO is our only supplier of goods. TECO’s electric motors are manufactured by its manufacturing subsidiaries in Taiwan, China, India, Vietnam, and Malaysia.

TECO is fully committed to respecting, promoting and protecting human rights across its entire value chain. TECO has adopted a Declaration of Human Rights that includes specific policy prohibiting forced labour and child labour. In order to ensure that suppliers fulfill their corporate social responsibilities, TECO implements due diligence policies and processes for identifying, addressing, and prohibiting the use of forced and/or child labor in the organization’s activities and supply chains and requires suppliers attest to a "Letter of Commitment to Human Rights and Environmental Sustainability" and a "Supplier Code of Conduct" that suppliers are required to comply with when signing or changing contracts. By regularly reviewing the supplier's economic, social, and environmental practices, TECO can ensure consistency with the supplier's code of conduct and avoid potential conflicts with sustainability-related requirements.

As a member of TECO Group, we are bound by TECO’s policies and practices, and we fully adopt TECO’s Declaration of Human Rights. As such, references throughout this Report to policies, procedures, processes, initiatives, and activities should be interpreted to mean that they are implemented by TECO at a global level and have been adopted by and apply to our activities as a member of TECO Group.

Structure, Activities and Supply Chains

TECO-Westinghouse Motors (Canada) Inc. is a corporation incorporated under the *Canada Business Corporation Act* with its headquarter located in Edmonton, Alberta.

We are a wholly owned subsidiary of TECO Electric & Machinery Co., Ltd (TECO), headquartered in Taiwan. TECO and its subsidiaries (TECO Group) are one of the world's largest manufacturers of industrial electric motors.

We import and sell electric motors manufactured by TECO. TECO is our only supplier of goods. TECO's electric motors are manufactured by its manufacturing subsidiaries in Taiwan, China, India, Vietnam, and Malaysia.

Policies and Due Diligence Processes



Terms and Conditions

We are bound by TECO's policies and practices, and we fully adopt TECO's policies and due diligence processes in relation to forced labour and child labour.

Identification of the Activities and Supply Chains that Carry a Risk of Forced Labour or Child Labour

We have not identified the activities and supply chains that carry a risk of forced labour and child labour.

Measures Taken to Remediate Forced or Child Labour

We have not identified any forced labour or child labour in our activities and supply chains. We have not taken any remediation measure

Measures Taken to Remediate the Loss of Income to the Most Vulnerable Families that Results from any Measure Taken to Eliminate the use of Forced Labour or Child Labour

We have not identified any forced or child labour in our activities and supply chains. We have not taken any remediation measures.

Employee Training

While we do not currently provide training for our employees on forced labour and child labour, we intend to provide one at a later time.

Assessing Effectiveness

As a member of TECO Group, we are bound by TECO's policies and practices, and we fully adopt TECO's policies, due diligence processes, activities, and initiatives related to forced labour or child labour.



Environment



Social



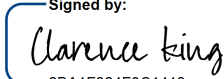
Governance

Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Director of TECO-Westinghouse Motors (Canada) Inc.

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.

I have the legal authority to bind TECO-Westinghouse Motors (Canada) Inc.

Signed by:

By: -----2BA1F324F9C1413-----

Full name: Clarence King

Title: President, Americas Region

Date: 5/30/2025

Entity: TECO-Westinghouse Motors (Canada) Inc. |

Reporting Year: January 1, 2024, to December 31, 2024

Revised Report: No

Business Number(s): 140557240RT001

Joint Report: No

Other Jurisdictions: None

Industry: Manufacturing

Location: Edmonton, AB; Cambridge, ON; Montreal, QC; Vancouver, BC