

## 2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

This report has been prepared by Color Compass Corporation (**Color Compass**) in response to the requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the **Act**). It sets out the steps that Color Compass has taken in our financial year ending December 31, 2023 to prevent and reduce the risks of forced labour and child labour in our operations and supply chains.

Color Compass is committed to respecting, protecting and promoting the human rights of people impacted by our operations and does not tolerate the use of forced labour and child labour in our operations or supply chain.

### Organizational structure

Color Compass is a Canadian company based in Edmonton, Alberta that distributes automotive and industrial finishing materials, products and equipment in Canada. In 2019, Color Compass joined the Wesco Group of companies, which is based in Washington State; however, we continue to operate under independent management in Canada. We have approximately 276 employees across our locations in Alberta, British Columbia, Manitoba, Saskatchewan, and Ontario.

### Activities

Color Compass distributes automotive and industrial repair and industrial finishing materials and equipment to autobody shops, collision repair facilities, and industrial coating applicators and other customers involved in painting and finishing. We sell a range of refinishing products for autobody repair, including paint and coatings, and supplies such as PPE, tools, abrasives, cuttings, and fasteners. We also sell equipment, including painting booths, prep stations, welder and repair stations, and frame racks, and an Inventory Management System, KUBE.

Color Compass operates retail distribution facilities under the name PBE Distributors. We sell paint, abrasives, equipment and finishing products to customers across all Canadian provinces and territories. PBE Distributors distributes goods from five warehouses located across Canada.

Color Compass' industrial division distributes industrial protective and structural coatings goods to various industries, including construction, mining, oil and gas, transportation, waste management, wind, aerospace, and the military.

Color Compass also provides scheduled and on-demand technical and business management workshops to the collision repair industry. Through these training services, we support autobody shops with shop design and layout, KPI tracking, and training on comprehensive welding.

### Supply chain

Color Compass procures the automotive and industrial repair and industrial finishing materials and equipment described above directly from manufacturers and other distributors. We procure the majority of our materials from five large multinational manufacturers that are based in Europe and the United States.