

LINDFAST Solutions Group

Report on Forced Labour and Child Labour in Supply Chains

Structure and Activities of Reporting Entities

This report is submitted jointly on behalf of Lindstrom, LLC ("Lindstrom" or "we") and its subsidiary Lindstrom Fastener (Canada) Ltd. ("Fastener"). Lindstrom, LLC consists of six subsidiary companies: Lindstrom Fastener, Ltd. (Canada), Stelfast, Inc. (US), Lindstrom RE, LLC (US), Star Stainless Steel Co (US), Big Bolt, LLC (US) and A-Z industries (US) that operate across Canada and the United States, collectively doing business as LindFast Solutions Company ("LindFast" or "LSG"). Chiang Shin Fastener Company, Ltd. (Taiwan) is a subsidiary of Lindstrom Fastener Canada. Headquartered in Blaine, MN, USA, LindFast employs approximately 1,457 total individuals across its subsidiaries, including 134 employees located within Canada.

LindFast operates a family of independently marketed brands, including Lindstrom, LLC, Stelfast, Inc., Mega, LLC, Solution Industries, Metallurgent Test Lab, Fasteners & Fittings Inc., Star Stainless Screw, Chiang Shin Fasteners, Hi-Q Fasteners, Merco Tape, and Big Bolt, LLC. LindFast and its associated subsidiaries and brands are Master Fastener Distributors. The company imports Fasteners (i.e. nuts, bolts, washers, screws) and other related products that are generally manufactured overseas. Fasteners are stored in warehouses in the USA and Canada and primarily sold to other distribution companies wholesale. LindFast serves a broad base of national, regional, and local distribution customers across the North American market through its family of brands.

In December 2025, LindFast expanded its operating footprint through the acquisition of A-Z Industries, introducing a retail component to its distribution model. As a controlled entity within the LindFast group, its operations are incorporated into LindFast's consolidated supply chain and reporting scope.

Governance and Scope of Report

This report is made pursuant to the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211) and covers the measures taken by LindFast to prevent and mitigate forced and child labour risks in our operations and supply chains for the year ending December 31, 2025. LindFast is committed to upholding human rights and responsible sourcing standards in alignment with global procurement frameworks, including the United Nations [Guiding Principles on Business and Human Rights](#) and the OECD [Guidelines for Responsible Business Conduct](#).

LindFast's executive leadership formally reviews and approves this statement annually, ensuring senior accountability for modern slavery and child labour risk management across its global procurement activities. This report is aligned with the commitments codified in LSG's Supply Chain Labour Practices Policy (see Supply Chain Labour Practices Policy section), which details LindFast's expectations for employees and business partners, including suppliers, agents, and designated third parties. LindFast explicitly prohibits all forms of forced labour, child labour, and human trafficking, and details mandatory controls for suppliers and other third-party partners to mitigate related risks, which are incorporated by reference into supplier contracts and purchasing agreements.

Supply Chain Overview

As a master distributor, LindFast serves a critical role in the fastener supply chain by offering a deep inventory as a "virtual warehouse" of approximately 210,000 low volume, slow moving stock keeping units ("SKUs"). Distribution customers require rapid access to LindFast's virtual warehouse SKUs to fulfill customer orders; however, the wide variety of SKUs are non-economical for distributors to independently source and inventory. These SKUs represent high-touch, specialty products that can be difficult to source due to their unique length, diameter, thread pitch, metal choice, or finish.

Given the importance of SKU availability across its product inventory, the LindFast supply chain is critical to LSG's continued success. The company sources metal components (including screws, bolts, nuts, anchors, and studs) from suppliers worldwide. LindFast maintains a global supplier base spanning approximately 22 countries, with primary sourcing activities from China, Taiwan, the United States, Thailand, Vietnam, and India. Additional procurement occurs, to a lesser extent, from Korea, Germany, Japan, Malaysia, Italy, Canada, Mexico, the United Kingdom, and the United Arab Emirates.

LindFast prides itself on long-standing relationships with its global suppliers, many of which span decades of partnership. Due to its deep supplier engagements and frequent touchpoints, LindFast is able to maintain ongoing visibility into supplier operations and production standards. When material new suppliers are onboarded, LindFast conducts comprehensive screening into their operations to ensure alignment with global procurement standards.

Supply Chain Forced and Child Labour Risks

LindFast has identified potential forced and child labour risks across several dimensions of its operations and supply chain, given its industry sector, products produced, geographies of operation, raw material inputs, and Tier 1 suppliers.

China and Taiwan are recognized as higher-risk geographies due to regional labour practices and upstream risks associated with metal production supply chains and represent a significant share of Lindfast's international sourcing. LindFast is aware of risks associated with forced labour in certain regions, including the Xinjiang Autonomous Region, and monitors regulatory frameworks such as the U.S. Uyghur Forced Labour Prevention Act (UFLPA).

To date, LindFast has not identified any confirmed instances of forced or child labour within its supply chain but acknowledges the inherent risk profile of its sourcing model.

LindFast is committed to conducting its operations in an ethical manner that respects and upholds internationally recognized human rights standards, including the prohibition of child and forced labor. The company does not knowingly engage with any suppliers that are associated with a risk of involvement in child or forced labor practices. To date, LindFast has not conducted business with any supplier known to have experienced an incident involving child or forced labor. The company recognizes the heightened risks associated with certain geographic regions and raw materials and remains committed to ongoing due diligence. LindFast will continue to monitor guidance issued by the U.S. Department of Labor and other relevant governmental authorities to remain informed of evolving risks related to products and countries of concern.

Supply Chain Labour Practices Policy and Training

The entity has adopted a company-wide Supply Chain Labour Practices Policy that establishes clear standards prohibiting forced and child labour across all subsidiaries, business partners, and vendors. This Policy is embedded in the company's employee handbook, and all employees are required to formally acknowledge their commitment to its implementation. In April 2025, LindFast updated our policy and replaced legacy policies with a new Supply Chain Labour Practices Policy containing a unified, group-wide standard aligned with ILO conventions and UN principles.

The Supply Chain Labour Practices Policy incorporates a comprehensive set of provisions aligned with internationally recognized human rights and labour standards frameworks, including those established by the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. The Policy mandates strict adherence to all applicable legal requirements concerning human trafficking, child labour, and forced labour. In addition to explicit prohibitions on forced labour, modern slavery, human trafficking, and child labour, the Policy requires compliance with standards addressing fair wages and benefits, reasonable working hours, freedom of association, non-discrimination, and the maintenance of a safe and healthy work environment.

All employees receive training on the employment practices and working conditions codified in the company's policies, including those addressing involuntary labour, human trafficking, child labour, and forced labour. For employees in procurement, quality assurance, and other supplier-facing functions, the Policy's provisions are embedded in supplier management protocols and reinforced through supplementary training covering supplier monitoring and audit processes.

Supply Chain Risk Mitigation and Remediation Practices

Supplier risk mitigation is governed by formalized procurement and quality control procedures. These procedures require completion of a Supplier Self-Assessment Questionnaire prior to onboarding and implementation of standardized audit protocols across the supplier base.

These tools incorporate explicit screening criteria related to forced and child labour, including confirmation of supplier policies, compliance with applicable regulatory requirements, and verification of labour practices. Vendor labour policies and supporting documentation are now systematically collected and retained during on-site audits. Supplier compliance is further reinforced through contractual requirements and annual supplier policy confirmations.

LindFast conducts risk-based site visits and audits focused on higher-risk sourcing regions. In April 2025, LindFast's U.S. audit team, in coordination with its Taiwan-based subsidiary (Chiang Shin Fastener Co. Ltd.), conducted on-site audits at over 30 suppliers across China and Taiwan. These audits included evaluation of labour practices, collection of supplier policies prohibiting forced and child labour where available, and on-site verification of working conditions.

No instances of forced or child labour were identified during these audits, and no corrective actions were required.

At present, the company does not maintain standalone formalized procedures for the remediation of identified incidents of forced or child labour. However, LindFast has implemented a corrective action framework embedded within its supplier audit procedures, including an Audit Actions tracking mechanism to document findings and monitor follow-up actions where required.

Supply Chain Programmatic Evaluation

LindFast maintains structured processes to assess the effectiveness of its supply chain risk management program related to forced and child labour. These processes include a supplier audit scoring framework, with suppliers evaluated across key performance indicators (KPIs), including labour standards compliance. Audit results inform supplier scorecards and ongoing supplier management decisions. Defined thresholds trigger re-audit requirements, corrective actions, or potential supplier disqualification in cases of non-compliance. In addition, LindFast requires annual confirmation from approved suppliers of their labour policies and adherence to contractual standards.

The company has further strengthened program oversight through engagement of an independent third-party audit provider (TÜV NORD), supporting validation of audit processes and enhanced credibility of supply chain due diligence activities.

Attestation of Approval

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.

Signed,



Michael Spencer
Chief Executive Officer
May 29, 2026

I have the authority to bind the reporting entities represented in this report: Lindstrom LLC ("Lindstrom") and its subsidiary Lindstrom Fastener (Canada) Ltd. ("Fastener"), collectively DBA LindFast Solutions Company ("LindFast" or "LSG").