



**Fighting Against Forced Labour and Child Labour in
Supply Chains Act**

Blistex Corporation

2025 Report

Introduction

This report is published in connection with the reporting obligations under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) on behalf of Blistex Corporation (the “**Corporation**”). This report covers the 2025 calendar year ending December 31, 2025. The Corporation is subject to the reporting requirements of the Act because it has a place of business in Canada and has assets and revenue in Canada that exceed the threshold tests set out in section 2 of the Act. The Corporation is in the business of selling goods in Canada and importing goods into Canada that have been produced outside of Canada, as described further below.

The Corporation is committed to identifying and reducing the risk of forced labour or child labour occurring within its supply chain network. We believe that every person has the right to work in a safe and ethical environment, free from exploitation and abuse. The Corporation expects suppliers and business partners to uphold these same principles within their operations and to comply with all applicable laws, including human rights and employment standards laws.

Structure, activities and supply chain

The Corporation’s registered office is located in Halifax, Nova Scotia, however the Corporation’s headquarters and primary place of business is in Ontario. As of the date of this report, the Corporation has nine employees.

The Corporation is engaged in the importation and sale of consumer health and personal care products in Canada. The Corporation exclusively sources the products it sells from its parent company, Blistex Inc. (or “**Blistex**”), which is based in Oak Brook, IL, USA. The Corporation procures certain additional packaging materials and services from one Canadian supplier.

With the exception of Odor-Eaters insoles, all products imported by the Corporation are registered with Health Canada as cosmetic, non-prescription drug, medical device, or natural health products. Consistent with the registration requirements for these products, the Corporation obtains from Blistex and provides to Health Canada detailed information regarding manufacturing locations and product specifications. As of the date of this report, all products imported by the Corporation are manufactured by Blistex in Oak Brook, IL, USA and contract manufacturers in the USA. The inputs used by Blistex and its contract manufacturers for the products are sourced from domestic and international suppliers.

The Corporation distributes its products to a variety of grocery, drug/pharmacy, convenience and other retailers throughout Canada.

Policies and Due Diligence Processes

The Corporation has taken steps to ensure that Blistex has policies in place to minimize the risk of forced labor or child labor within its operations and those of its contract manufacturers.

Blistex has a Code of Ethics to ensure that all employees adhere to proper legal and ethical standards in their business relationships, and an equal employment opportunity policy to ensure that individuals are employed based on genuine occupational qualifications. Blistex obtains dates of birth and runs background checks for all candidates for employment within its direct operations.

Blistex also has Terms and Conditions in place with contract manufacturers and other suppliers that, among other provisions, require that goods be produced in compliance with applicable labor and employment laws and regulations, including the U.S. Fair Labor Standards Act.

Training to Employees

In 2025, all employees of the Corporation completed mandatory training on forced labour and child labour. The training was implemented in response to the Act and was designed to increase employee awareness of the purpose and requirements of the Act, including the Corporation's reporting obligations as a designated entity. The Corporation intends to continue to provide training to employees on forced labour and child labour on at least an annual basis going forward.

Assessing the risk of forced labour or child labour in our supply chains

The Corporation conducted an internal assessment of risks of forced labour and/or child labour in the Corporation's direct activities and gathered information on worker recruitment and internal controls to ensure that all workers are recruited voluntarily and in accordance with Canadian labour laws.

The Corporation also conducted an assessment of risks of forced labour and/or child labour within its primary sources of supply, inclusive of Blistex and its contract manufacturers in the USA, and determined there is no known risk.

As of the date of this report, the Corporation has not yet identified any risk areas that require further investigation or mitigation efforts. The Corporation has not yet started to identify the risk of forced labour or child labour at deeper levels of its supply chain (e.g. secondary or tertiary sources of inputs).

Remediation Measures

As there was no known risk of forced labour and child labour identified in the supply chain, the Corporation has not taken any measures to remediate the loss for those affected. No individuals or families affected by forced labour or child labour have been identified in the supply chain for remediation measures to be implemented.

Steps taken in 2025 to prevent and reduce the risk of forced labour and child labour

In 2025, the Corporation took the following steps to prevent and reduce the risk of forced labour or child labour in their supply chains:

- through Blistex's Terms and Conditions, continued to expect its suppliers to support and respect the protection of human rights and ensure they are compliant with applicable labour laws;
- reviewed and assessed the Blistex Code of Ethics;
- conducted an internal assessment of direct supply chains;
- gathered information on the recruitment process of workers and internal hiring controls;
- assessed the risk of forced labour and/or child labour within the primary sources of supply; and
- implemented mandatory employee training on forced labour and child labour.

Assessing the effectiveness

For the 2025 calendar year, the Corporation took initial steps to assess its effectiveness by implementing and monitoring completion of a mandatory employee training program on forced labour and child labour, confirming that all employees completed the required training within the prescribed timeframe. The Corporation will continue to monitor and record the effectiveness of its efforts in connection with the preparation of these annual reports.

Approval and Attestation

This report was approved pursuant to section 11(4)(a) of the Act by the sole director of Blistex Corporation on May 27, 2026.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, Justin Arch, in my capacity as director of the Corporation, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.



Name: Justin Arch

Title: Director

Date: May 27, 2026

I have the authority to bind Blistex Corporation.