

WORKING CONDITIONS

INTRODUCTION

F.A.S.T. First Aid & Survival Technologies Limited ("F.A.S.T.") is a registered corporation in the Province of British Columbia, headquartered at 8850 River Road, Delta, BC. As a Canadian business that designs and manufactures safety products, F.A.S.T. is committed to corporate responsibility, environmental stewardship, community engagement, and ensuring that all products are ethically produced and sustainably sourced. F.A.S.T. recognizes its responsibility to uphold the highest standards of working conditions throughout its operations and across the supply chains that support its work. This Working Conditions Policy reflects its commitment to operating with fairness, integrity, and respect.

PURPOSE

This Working Conditions Policy establishes F.A.S.T.'s expectations for ethical, safe, and lawful labour practices across our operations and throughout our supply chain. It complements F.A.S.T.'s commitments to human rights, occupational health and safety, environmental stewardship and responsible sourcing.

SCOPE

This policy applies to all F.A.S.T. management personnel, employees, contractors, suppliers, subcontractors and service providers. Compliance with this policy is a condition of doing business with F.A.S.T.

POLICY STATEMENT

F.A.S.T. is committed to ensuring that all individuals working within its organization and throughout its supply chain experience safe, fair, and lawful working conditions. F.A.S.T. expects all suppliers to uphold the highest standards of labour and employment practices and to operate in full compliance with the laws of the jurisdictions in which it conducts business.

F.A.S.T. strictly prohibits any form of forced, compulsory, or trafficked labour, and it expects the same from all suppliers.

MINIMUM WORKING CONDITIONS REQUIREMENTS

Legal Compliance

All F.A.S.T. employees, contractors, management personnel, suppliers, subcontractors, and service providers will comply to all applicable labour and employment laws, statutes, and regulations, including but not limited to, minimum wage standards, working hours and overtime regulations, statutory holidays and leave requirements, youth employment restrictions, health and safety legislation and regulations and applicable human rights and anti-discrimination legislation.

Forced or Compulsory Labour

- The use of forced, bonded, indentured, trafficked, or prison labour is strictly prohibited.
- All work must be voluntary, and employees must be free to leave their employment upon reasonable notice.
- Suppliers shall not require workers to surrender personal identification, passports, or financial deposits as a condition of employment.

Working Hours and Rest Periods

All F.A.S.T. management personnel, contractors, suppliers, subcontractors, and service providers must ensure working hours comply with local legislation; overtime is voluntary, compensated in accordance with local law, and not excessive; employees receive required rest breaks, meal periods and days off.

Fair Compensation

All F.A.S.T. management personnel, contractors, suppliers, subcontractors, and service providers Suppliers must:

- Provide wages and benefits that meet or exceed provincial and/or federal legal requirements.
- Communicate employment terms clearly in a language the worker understands.
- Prohibit unlawful deductions, withholding of wages, or retaliatory financial penalties.

Humane Working Environment

All F.A.S.T. management personnel, contractors, suppliers, subcontractors, and service providers must provide a work environment that is free from:

- Harassment, abuse, coercion, and intimidation
- Physical punishment or threats of violence
- Discriminatory practices

Workers must be treated with dignity, professionalism, and respect at all times.

Freedom of Movement

Employees must retain control of their personal documents and must not be restricted from leaving the workplace except for legitimate safety or security reasons.

Freedom of Association

Where permitted by law, workers must be free to join associations, labour organizations, or worker committees of their choosing without retaliation, discrimination, or interference.

MONITORING, REPORTING AND CORRECTIVE ACTION

- F.A.S.T. may request documentation, conduct assessments, or require supplier self-attestations to verify compliance with this policy.

- Suppliers must promptly report any violations or concerns related to working conditions.
- F.A.S.T. reserves the right to require corrective action or terminate business relationships with any Supplier found to be non-compliant.

CONTINUOUS IMPROVEMENT

F.A.S.T. is committed to supporting ethical and fair working conditions. We expect suppliers to continuously improve labour practices and maintain transparent, responsible employment standards.

WORKSAFE BC CLEARANCE LETTER

A current WorkSafeBC Clearance Letter is attached. WorkSafeBC will automatically update all Clearance Letters on January 2, 2026 extending the clearance date until April 1, 2026.



Assessment Department Location

Mailing Address

PO Box 5350
Station Terminal
Vancouver BC V6B 5L5

6951 Westminster Highway
Richmond BC
V7C 1C6
www.worksafebc.com

Clearance Section

Telephone 604 244 6380
Toll Free within Canada
1 888 922 2768
Fax 604 244 6390

Provincial Health Services Agency
1795 Willingdon Ave,
BURNABY, BC V5C 5J2

December 03, 2025

Person/Business : FAST FIRST AID & SURVIVAL TECHNOLOGIES LIMITED ET AL
Account number: 510787

This letter provides clearance information for the purposes of Section 258 of the *Workers Compensation Act*.

We confirm that the above-referenced firm is active, in good standing, and has met WorkSafeBC's criteria for advance clearance. Accordingly, if the addressee on this letter is the prime contractor, the addressee will not be held liable for the amount of any assessment payable for work undertaken by the above-referenced firm to **January 01, 2026**.

This firm has had continuous coverage with us since January 01, 1994.

Employer Service Centre
Assessment Department

Clearance Reference # : C136221890
CLRAAA

For more information about Section 258 and clearance letters visit WorkSafeBC.com

Please refer to your account number in your correspondence or when contacting the Assessment Department.

To alter this document constitutes fraud.