

Canada Forced Labor Reporting

Introduction to Company

This report is submitted by Tennant Sales & Service Canada ULC (“Tennant Canada”). Tennant Canada is a subsidiary of Tennant Company (“Tennant Parent”), a publicly traded, global company based in Eden Prairie, Minnesota, U.S.A. Tennant Canada does not manufacture any goods, but rather sources the products it offers and sells primarily from other subsidiaries of Tennant Parent. Tennant Parent and its subsidiaries are collectively referred to in this report as “Tennant” or “we”, “us” or “our”. Tennant is a world leader in designing, manufacturing, and marketing sustainable cleaning innovations that empower our customers to create a cleaner, safer, and healthier world.

Tennant imports and distributes its products in Canada sourced largely from its related party in the United States. It imports into the United States finished products as well as parts and components it uses to manufacture items in the United States. Its supply chain is thus global and local to North America.

Policies, Procedures, and Training

As a global organization and a signatory to the United Nations Global Compact and the Universal Declaration of Human Rights, Tennant is committed to protecting and upholding human rights and enhancing the well-being of people and communities around the world. Our Human Rights Policy applies to all Tennant employees and temporary workers globally, as we are committed to respecting and promoting the human rights of our employees and temporary workers across our global operations. Implementing our Human Rights Policy is a natural extension of our long history of stewardship, our desire to leave things better than we found them.

Our supply chain plays a vital role in our sustainability objectives, and we value the partnership with our suppliers in achieving them. A fundamental concept within our “Thriving People” pillar is ensuring we positively affect the lives of those we engage with, both internally and externally, including our supply chain. We expect our suppliers and their subcontractors to comply with all applicable laws and regulations and maintain just and decent working conditions, as outlined in our Code of Conduct and Human Rights Policy. Our Supplier Core Expectations outlines our zero-tolerance policy relating to forced labor, human trafficking, child labor, and discrimination. It promotes reasonable working conditions and wages, anti-corruption, compliance, and reporting.

Due Diligence and Remediation

One hundred percent (100%) of our suppliers who either sign our supply agreement form or provide products via PO (subject to our terms and conditions) are subject to our Supplier Core Expectations (i.e., our supplier code of conduct), which include human rights and are publicly available on our website. In 2022, we expanded our master service agreement (MSA) language

to ensure alignment and agreement with our core values and Code of Conduct. Additionally, Tennant Parent is a signatory of the United Nations Global Compact, demonstrating our support and efforts to align our strategies and operations with universal principles on human rights, labor, environment, and anti-corruption and take actions that advance societal goals..


A supplier evaluation tool is under development. A team is reviewing and updating the screening criteria to align with Supplier Core Expectations. However, Tennant was not made aware of any negative social impacts in its supply chain; therefore, it has not had cause to remediate any such negative social impacts.

Tennant has reviewed its supply chain and identified its largest risk as conflict minerals. Tennant is concerned with potential links between the illegal extraction and trade of natural resources, human rights violations, conflict, and environmental degradation. As such, Tennant has established a due diligence and management system for conflict minerals. Conflict minerals are classified as cassiterite, columbite-tantalite, gold, wolframite, and their derivatives, are limited to tin, tantalum, tungsten, and gold (“3TG”). Tennant uses a third-party service provider to support our Conflict Minerals Program. This program includes assessing and responding to the risks identified in the supply chain and prioritizing suppliers with a strong ESG record. One aspect of this assessment is to evaluate supply chain information regarding 3TGs, identify potential risks, and develop and implement additional due diligence steps that the Company will undertake with suppliers regarding conflict minerals. All suppliers are required to fill out a conflict mineral reporting template to identify where minerals are being refined and smelted.

Our Conflict Minerals Program is implemented, managed, and monitored through our enterprise risk management program.

This report has been reviewed and approved by the governing body of Tennant Canada.

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.

- Full name: Steven Johnson
- Title: Global Trade Compliance
- Date: May 31, 2024
- Signature: . I have the authority to bind Tennant Sales & Service ULC