

Saskarc Inc. Forced Labour or Child Labour Report

INTRODUCTION AND APPLICATION

This report (the “Report”) is prepared by Saskarc Inc., (collectively, “Saskarc Inc.”, “Entity”, “we” or “our”) in compliance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) with respect to the period from January 1, 2024, to December 31, 2024.

STEPS TAKEN TO PREVENT AND REDUCE THE RISKS THAT FORCED LABOUR OR CHILD LABOUR IS USED

In 2024, Saskarc Inc. reaffirmed our commitment to, transparency, accountability, and the protection of fundamental human rights, continuing the momentum of our ESG Strategic Plan launched at the end of 2023. Recognizing the critical importance of human rights and ethical labour practices, Saskarc Inc. undertook a series of targeted actions throughout 2024, with a particular focus on policy development, training, and raising awareness.

Our efforts in 2024 were designed to embed a deeper understanding of forced and child labour risks across all levels of our organization. We introduced a training program to ensure employees who have direct involvement with our supply chain, are equipped with the knowledge to identify, report, and respond to potential risks. We introduced internal policies and procedures to align with evolving global standards, reinforcing our zero-tolerance stance on labour exploitation. Additionally, we launched new awareness initiatives to foster a culture of vigilance and responsibility, encouraging proactive engagement in maintaining ethical supply chains.

STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Saskarc Inc., incorporated under the laws of the Province of Saskatchewan, is engaged in design, manufacturing and delivery of steel products for the Infrastructure Temporary/EarlyWorks markets. Saskarc Inc. currently employs approximately 100 people across Canada. Our operations include:

- **Manufacturing:** Based in Saskatchewan, we design, and manufacture steel components used in Infrastructure Temporary/EarlyWorks markets.
- **Sales and Distribution:** Our primary markets include Canada and the West and Midwest regions of the United States.
- **Procurement:** We source raw materials and components from reputable suppliers primarily based in North America, Europe, Middle East, and Asia. Our supply chain involves key elements such as raw materials, logistics and transportation, supplier relationships, quality control, and risk management.

POLICIES, GOVERNANCE AND DUE DILIGENCE PROCESSES

In 2024, Saskarc launched several key initiatives to ensure our expectations around ethical labour practices are clearly communicated and enforced throughout our business and our supply chain:

- **Forced Labour and Child Labour Risks:** throughout 2024 we continued to assess our supply chain to identify potential areas where forced labour or child labour might be present. We continued to analyze our suppliers'

geographical locations, the nature of their operations, and their labour practices to ensure ethical labour standards are being met.

- **Training and Awareness:** As part of our awareness and education strategy, Human Resources identified an outsourced training video on the Child and Forced Labour Act. The training video was implemented for key internal stakeholders, including HR, Operations, and Procurement departments. Employees from these departments participated in this mandatory training to enhance their understanding of the risks of Forced Labour and Child Labour in supply chains and bring awareness to external stakeholders.
- **Anti-Modern Slavery Policy:** In 2024, Saskarc formally developed and implemented an Anti-Modern Slavery Policy to strengthen its commitment to human rights and responsible sourcing, with specific emphasis on the risks of forced labour and child labour within global supply chains. Drawing upon relevant legislation, international labour standards, and industry best practices, the policy was designed to clearly articulate Saskarc's zero-tolerance stance on modern slavery, including forced labour and child labour. It outlines the company's responsibilities in identifying, preventing, and mitigating these risks, both within our operations and throughout our supply chain network.
- **Supplier Code of Conduct:** A *Supplier Code of Conduct* was developed, approved and is now referenced in all purchase orders and subcontracts. Additionally, child and forced labour clauses were added directly into Saskarc's Purchase Order and Subcontract Terms & Conditions to reinforce our zero-tolerance approach.
- **Comprehensive Supplier Audits:** To further strengthen our due diligence, we updated our new supplier pre-qualification process to include a specific section on child and forced labour compliance. We also integrated this focus area into our existing vendor audit program, committing to audit a minimum of eight suppliers annually—either virtually or in person. This expanded audit process is led by the Procurement Manager, in collaboration with the QA team, ensuring comprehensive oversight and alignment with our quality and safety standards.
- **Remediation Measures & Remediation of Loss of Income:** In 2024, Saskarc Inc. did not identify any instances of forced labour or child labour in our activities or supply chains. As a result, no corrective actions have been required to address or eliminate such practices, nor have any remediation measures been taken to offset the loss of income of vulnerable families.
- **Assessing Effectiveness:** To ensure continuous improvement and accountability in the prevention of forced labour and child labour within our organization and supply chain, Saskarc has begun developing the following assessment plan:
 - **Regular Internal Review of Policies and Procedures:** Led by HR and Compliance, conduct regular internal reviews of policies related to Forced Labour and Child Labour.
 - **Supplier Engagement and Evaluation:** Led by the Procurement Department, audit supplier acknowledgment of the Supplier Code of Conduct, integrate forced and child labour questions into Saskarc's vendor audit program, audit a minimum of eight suppliers annually (virtual or in-person), with findings tracked and reviewed by the Procurement and QA teams.

2025 ACTIONS TO PREVENT AND REDUCE THE RISKS OF FORCED LABOUR OR CHILD LABOUR

Saskarc Inc. remains firmly committed to raising awareness and taking meaningful action to combat forced labour and child labour across our operations and supply chain. We recognize that addressing these complex issues requires sustained effort, transparency, and collaboration.

Our approach for 2025 is rooted in ongoing risk assessment, with a comprehensive supply chain review underway to identify potential vulnerabilities. This will serve as the foundation for future risk mitigation strategies and inform how we evaluate and select our suppliers.

We also believe that lasting change is best achieved through collaboration and advocacy. By actively participating in industry-wide initiatives, we aim to promote higher labour standards and increased transparency across the broader supply chain ecosystem.

In addition, supplier development remains a key focus. We are committed to working closely with our supply partners to support improvements in their labour practices, ensuring alignment with Saskarc's ethical expectations and compliance with international standards.

Through these continued efforts, Saskarc Inc. strives to uphold human rights, foster ethical business practices, and lead by example in the fight against forced labour and child labour.

APPROVAL AND ATTESTATION

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of Managing Director, 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.

_____, I have the authority to bind Saskarc Inc.

Roy Drever
Managing Director

5/13/2025
Date