

This joint report has been prepared by AOK Equipment Ltd. in response to the requirements under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") for our financial year ending March 31, 2024. AOK Equipment Ltd. has integrated responsible business practices by adopting a strong commitment to our communities, focusing on community sustainability, health and safety, security, and the environment. We recognize that risk indicators of forced labour and child labour include hazardous working conditions, threats of violence, and disregard for safety and human rights. Our approach to preventing and reducing these risks in our business activities and supply chains is centered on monitoring worker safety and ensuring compliance with relevant laws.

### *Organizational Structure, Activities, and Supply Chain*

AOK Equipment Ltd. is a group of private companies incorporated under the laws of British Columbia, Canada, operating throughout Western Canada for over 25 years. We are members of industry association such as the BCCA. Our head office is located in Nanaimo, British Columbia, and we employ approximately 185 workers. We engage subcontractors who must comply with employment standards and safety laws. Our commitment to community welfare includes partnerships with Indigenous groups and co-op programs for local colleges, ensuring the health and safety of students on our work sites. Our business activities include providing infrastructural solutions, environmental services, rock and aggregates for transportation and industrial infrastructure sectors. We offer comprehensive civil construction solutions, including all aspects of civil construction such as sewage pipe installation, watermain installation and land clearing throughout Western Canada. We procure a variety of goods to support our construction services, primarily from local Canadian suppliers. Our procurement spend with local suppliers exceeds 90% in the financial year ending March 31, 2024.

### *Steps to Prevent and Reduce Risks*

In the financial year ending March 31, 2024, AOK Equipment Ltd. took several steps to prevent and reduce the risks of forced labour or child labour, including:

- Training supervisory personnel to ensure they can direct, monitor, and control safe working conditions.
- Educating workers on safety policies through orientations and ongoing training.
- Implementing vetting processes for suppliers and subcontractors to meet safety certifications and regulations.
- Set requirements for suppliers and subcontractors to comply with safety and employment laws.
- Using grievance mechanisms to address concerns related to labour rights violations.

### *Policies and Due Diligence Processes*

Our risk management process focuses on worker impact and engaging with suppliers and contractors to ensure compliance with employment, human rights, and safety protections. Our management team oversees business ethics, safety, and human rights, with specific roles assigned to ensure oversight and accountability. We have established policies affirming our commitment to a healthy and safe work environment and have implemented mechanisms to address risks specific to our sites.

### *Assessing Risks and Effectiveness*

AOK Equipment Ltd. recognizes the importance of assessing the risk of forced labour and child labour in the construction industry. While we operate exclusively in Canada and have identified low risk in our operations and supply chains, we remain vigilant and continuously monitor compliance. We have not adopted specific assessment mechanisms to measure the effectiveness of our efforts to prevent or reduce these risks.

### *Approval and Attestation*

In accordance with the Act, I attest that the information contained in this report is true, accurate, and complete to the best of my knowledge and belief, for the reporting year listed above.

Dated in the City of Nanaimo, British Columbia, this 14th day of May.

I have the authority to bind AOK Equipment Ltd.



Todd Wood **GSC**  
Director  
BC – CENTRAL VANCOUVER ISLAND

P 250-390-3022 C 250-740-7882 D 250-933-8196  
7025 Doumont Rd, Nanaimo, BC V9T 6G9



Courtenay | Fort St. John | Nanaimo | Port Alberni