

# 2024 REPORT UNDER THE *FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT*

This report has been prepared in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the **Act**) for the financial year ending December 31, 2023, by AE Concrete Products Inc. (**AE Concrete**).

## ORGANIZATIONAL STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

AE Concrete designs and manufactures standard and custom precast concrete products for the construction industry in Canada. Our head office is located in Surrey, British Columbia. We employ approximately 100 employees in British Columbia. We have a unionized workforce who are subject to a collective agreement negotiated with CLAC. We occasionally hire temporary workers through reputable employment agencies.

AE Concrete is a member of the Manufacturing Safety Alliance of BC, an organization that provides manufacturing-focused health and safety advice and training. AE Concrete has also obtained numerous certifications related to product quality and health and safety, including COR, CPCQA, and CSA certifications.

AE Concrete manufactures goods using raw materials and components, including aggregates, steel, cast iron, electrical components, and assembly parts. Most of our procurement consists of aggregates, such as cement and fly ash, purchased from a Canadian cement company. Other raw materials and components are procured from reputable Canadian suppliers. In the reporting year, we imported specialized production equipment from a vendor located in the United States.

## STEPS TO PREVENT AND REDUCE THE RISKS OF FORCED LABOUR AND CHILD LABOUR

During the reporting year, AE Concrete's approach to preventing and reducing the risks of forced labour or child labour focused on continuing to adopt safe and legally compliant workplace practices in our operations and continuing to work with established materials suppliers located in Canada.

## POLICIES AND DUE DILIGENCE PROCESSES

AE Concrete manages risks of forced labour and child labour in our operations and facilities by complying with safety, human rights and employment standards laws in Canada. Our policies and programs include the following:

- Our *Code of Conduct* emphasizes our culture of safety and requires employees to perform their work with safety as a priority at all times.
- All employees in our operations are required to review and agree to follow our Code of Safe Work Practices.
- Under our *Workplace Violence and Harassment Policy*, AE Concrete does not condone or tolerate any workplace violence or harassment, whether from employees or from vendors, suppliers, contractors or members of the public on AE Concrete operational sites. AE Concrete is also committed to investigating any report of harassment or violence toward an AE Concrete employee.
- Our *Code of Business Conduct and Ethics* holds AE Concrete to the highest ethical standards in all our business dealings. This includes a commitment to uphold all applicable human rights laws so that our employees, customers and suppliers are treated fairly and with dignity in any interaction with AE Concrete.

- Our *Whistleblower Policy* describes our internal confidential reporting mechanism that enables employees to report violations of our policies.

AE Concrete manages supply chain risk by establishing long-term relationships with key direct suppliers who are required to comply with Canadian employment, labour, and safety regulations.

## FORCED LABOUR AND CHILD LABOUR RISK

AE Concrete has not identified risks of forced labour and child labour in our operations or supply chains.

AE Concrete operates in Canada and complies with safety, employment, and human rights laws, as well as the terms of the collective agreement negotiated by our unionized workforce. Our direct suppliers, located in Canada, make up the vast majority of our supply chain. These suppliers are responsible for complying with Canadian safety, employment, and human rights laws.

## REMEDIAL MEASURES AND REMEDIATION OF LOSS OF INCOME

We are not aware of any incidents or received any complaints relating to forced labour or child labour in our operations or supply chain. Consequently, we have not taken any remedial measures or remediation of loss of income to families as a result of forced labour or child labour.

## EMPLOYEE TRAINING

Employees and Directors of AE Concrete receive regular formal and informal training with respect to health and safety. Health and safety training is mandatory for all new employees. We have not yet developed any employee training related to forced labour and child labour in our supply chains.

## ASSESSING EFFECTIVENESS

We have not yet developed formal measures to specifically assess the effectiveness of our approach to preventing and mitigating the risks of forced labour and child labour in our supply chains.

## APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in the report for the entity listed above. Based on our knowledge, and having exercised reasonable diligence, we 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.

Dated in the City of Vancouver, British Columbia, this 29<sup>th</sup> day of May, 2024.



---

Name: Simon Koch

I have the authority to bind AE Concrete Products Inc.