

Annual Report on Forced and Child Labour in Supply Chains for 2023

Company Overview

Company Name: ACADIAN CONSTRUCTION (1991) LTD.

Reporting Period: January 1, 2023 - December 31, 2023

Submission Date: May 23, 2024

Approved by: Marilou Savoie, President

Introduction

This report is submitted in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211), which mandates Canadian companies to disclose their efforts and measures to prevent forced and child labour within their supply chains. The Act aims to promote transparency and accountability among businesses to combat modern slavery.

2023 Activities and Compliance Status

Summary: During the 2023 reporting period, Acadian Construction (1991) Ltd. did not have formal procedures or policies in place to specifically address the risks of forced and child labour within our supply chains. This report outlines our status for 2023. Since the adoption of the Bill S-211 in January 2024, Acadian Construction has committed to developing and implementing comprehensive policies in 2024.

1. Company Structure, Activities, and Supply Chains

- **Structure:** Acadian Construction (1991) Ltd. is a corporation.
- **Activities:** Acadian Construction (1991) Ltd. is a commercial general contractor specializing in commercial construction and renovation projects in New Brunswick, Nova Scotia and Prince Edwards Island. Our main office is located in Dieppe, NB with a satellite office in Halifax, NS. We subcontract approximately 90% of our work and most of the products are purchased by our subcontractors. The goods we purchase are raw materials, concrete, wood, misc. hardware and building material supplies

through local suppliers. We do not produce or manufacture any goods. We offer a service.

- **Supply Chains:** Our supply chains include sourcing raw materials, construction supplies, and subcontracting services. Our suppliers and our subcontractor's suppliers often get their products from other suppliers that may have other suppliers involved. (Suppliers further down the supply chain than tier three). There is sometime no knowledge or available information of the manufacturers point of origin and policies.

2. Policies and Due Diligence Processes

- **2023 Status:** In 2023, Acadian Construction (1991) Ltd. did not have dedicated policies or due diligence processes in place to identify, prevent, or mitigate the risks of forced and child labour in our supply chains.
- **2024 Plans:** Beginning in 2024, we are committed to developing and implementing policies and procedures in line with Bill S-211 requirements.

3. Measures Taken to Remediate Forced and Child Labour

- **2023 Status:** No specific measures were taken in 2023 to address or remediate instances of forced or child labour, as no such instances were identified.
- **2024 Plans:** Starting in 2024, we will establish mechanisms for identifying and remediating forced and child labour, including collaboration with suppliers and stakeholders to ensure compliance and support for affected individuals.

4. Addressing Financial Impact on Vulnerable Families

- **2023 Status:** There were no initiatives in 2023 aimed at addressing the financial impact on vulnerable families due to the absence of specific policies.
- **2024 Plans:** Our future policies will include strategies to mitigate any adverse financial impacts on vulnerable families affected by efforts to eliminate forced and child labour.

5. Employee Training on Forced and Child Labour

- **2023 Status:** No training programs were conducted in 2023 regarding forced and child labour.
- **2024 Plans:** We will introduce training program for all employees as part of our annual Safety orientation and part of our new employee orientation, to raise awareness about forced and child labour issues and ensure compliance with our new policies.

6. Assessing Effectiveness

- **2023 Status:** Without formal policies in place, there were no methods established to evaluate the effectiveness of measures against forced and child labour.
- **2024 Plans:** We will develop and implement evaluation methods to assess the effectiveness of our policies and procedures, ensuring continuous improvement and compliance with the Act.

This report will be published on our company's website and submitted to the Minister of Public Safety and Emergency Preparedness as required by Bill S-211.

Note: This report marks the beginning of our journey towards comprehensive compliance with Bill S-211, and we are committed to transparency and continuous improvement in our practices.

"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."

"I have the authority to bind 'Acadian Construction (1991)Ltd.'



Marilou Savoie
President – Acadian Construction (1991)Ltd.
May 23, 2024