

2023 Forced and Child Labour Report

This Report is published pursuant to the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and sets out the steps that Alltrade Industrial Contractors (“Alltrade”), has taken and is continuing to take to combat forced and child labour in our business and supply chains.

Introduction

Alltrade has a zero tolerance to forced and child labour both in our business and supply chains.

Our company’s core values; Integrity, Partnership and Empowerment strongly align with our commitment to combat forced labor and child labour in our supply chains. We are dedicated to the safety and well-being of individuals across our supply chain and by aligning to the act, we will continue to foster the continual improvement in the area of forced and child labour as well as increasing transparency to both internal and external stakeholders.

Our business and supply chain

Alltrade is an Industrial Contractor, operating within Canada and is part of the Barton Malow family of companies. Our services focus on Engineer-Procure-Construct (EPC) Construction, with our primary markets being Energy, with a focus on renewables and Automotive/Industrial projects. We self-perform several trades with an emphasis on electrical construction, including medium and high voltage systems.

Alltrade directly employs and subcontracts labor as required by our project schedules. Our supply chain is multi-tiered, meaning we have procurement relationships with many suppliers and business relationships with a variety of specialized contractors and consultants.

Policies and due diligence processes

We uphold a high standard of ethical practice in every part of our business. As such, we are committed to actively working with our suppliers to raise awareness and put systems in place to combat forced and child labor in our supply chains.

In line with our commitment to the quality of our products and services, and with respect to ethical practices, Alltrade has developed internal policies and guidelines including the Employee Handbook and the Employee Code of Conduct. These policies and guidelines have stringent guidance related to employee conduct and ethics, health and safety, workplace diversity and anti-harassment guidance.

Alltrade has zero tolerance towards any mistreatment of employees and policies are in place to protect employees as well as subcontractors. Alltrade reviews all policies and procedures on a regular basis, and will continue to do so to reflect our continuous improvement, enhanced processes and compliance against relevant laws and regulations.

Forced labour and child labour risks and training

We will assess the appropriateness of utilizing a third party to conduct an independent risk assessment of forced and child labor in our supply chains to better understand areas of the inherent risks. We will also

consider developing a systematic approach to address the identified areas of elevated risk within our supply chains.

We are committed to making training, development, and progression opportunities available to all employees whose roles may encounter this critical issue. In 2025, we will implement training for relevant employees specific to the risks of forced labour and child labour.

Remediation measures and assessing effectiveness

We are working to establish a governance structure related to forced or child labour. In addition, we will develop remediation strategies aligned with our commitment to combating forced labour and child labour should any instance be identified in our operations or supply chain.

Alltrade will consider options to engage an independent third party line which would be available to employees and subcontractors to anonymously report any allegations or suspicions of forced or child labour.

We recognize the importance of maintaining constant vigilance to identify and address any forced and child labour incidents throughout our businesses and supply chains. We have identified several focus areas where we will continue to monitor and gain further understanding of the issue in order to identify and track our organization's exposure points in association with forced and child labour and will use this information to take action.

Justine Piticar
Alltrade Industrial Contractors Ltd.
Senior Manager, Corporate Services
October 5, 2024

Signature.

"I have the authority to bind 'Alltrade Industrial Contractors.'

A handwritten signature in blue ink that reads "Justine Piticar". The signature is written in a cursive, flowing style.