

## **2023 Report on Compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* Introduction**

This report outlines the efforts of ALMAG Aluminum Inc. (“ALMAG”) to ensure compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. The International Labour Organization estimates that there are approximately 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative forced labour practices are addressed and eradicated from their supply chains. The following report highlights the steps that ALMAG has taken in the previous financial year to prevent and reduce the risk of forced labour or child labour anywhere in our supply chains. The report also affirms ALMAG’s commitment to ethical sourcing practices.

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

ALMAG is a recognized manufacturer known for producing customized aluminum extrusions with tight tolerances. We specialize in complex, thin-walled, and high visual quality products. ALMAG is headquartered in Ontario, Canada, and operates from multiple locations, including Brampton, Ontario; Pennsauken, New Jersey; and Florence, Alabama. We employ over 400 people across North America. ALMAG produces goods both inside and outside of Canada.

### **Steps to Prevent and Reduce Risks of Forced Labour and Child Labour**

ALMAG recognizes the importance of taking steps to prevent and reduce the risk that forced labour or child labour is used in our operations or supply chains. ALMAG has identified the need to implement formal policies to address this issue.

This past year, ALMAG has undergone efforts to gather information on worker recruitment. ALMAG has also maintained internal controls on worker recruitment, to ensure that all workers are recruited voluntarily. Furthermore, ALMAG has worked towards developing and implementing due diligence policies and processes for identifying, addressing, and prohibiting the use of illegal labour in the organization’s activities and supply chains.

ALMAG has also made efforts to develop and implement child protection policies and processes.

### **Assessing Risks of Forced Labour and Child Labour**

ALMAG has not yet conducted a risk assessment to identify parts of its activities and supply chains that carry a risk of forced labour or child labour being used.

### **Remediation Measures**

ALMAG has not yet identified any illegal labour in our activities and supply chains, and thus has not undertaken any remediation measures.

Furthermore, ALMAG has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of illegal labour in our activities and supply chains.

### **Policies, Due Diligence Processes, and Employee Training**

ALMAG is committed to fostering a culture of respect and fairness in our policies and management systems. This past financial year, ALMAG applied its existing policies and due diligence processes related to worker protection. We are working towards developing forced labour and child protection policies. But as of 2023, we did not have policies and due diligence processes related specifically to forced labour and/or child labour in place. ALMAG also did not provide training to employees on forced labour and/or child labour.

ALMAG recognizes the need for policies, due diligence processes, and employee training in these areas. We are committed to working towards this goal and protecting workers from being abused and exploited by complying with all relevant forced labour and child labour laws.

### **Assessing Effectiveness**

This past financial year, no specific action was taken to assess ALMAG's effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.

### **Conclusion**

ALMAG is committed to the goal of preventing the use of forced labour and child labour in its activities and supply chains. We will continue to review and improve our processes, policies, and employee training in these areas.


### **Attestation**

This report has been approved by the ALMAG Aluminum Inc. board of directors on May 30, 2024.

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.

**ALMAG ALUMINUM INC.**

Per:



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Name: Joe Jackman  
Title: President

*I have authority to bind ALMAG Aluminum Inc.*