



ANNUAL REPORT

PURPOSE

This annual report for the 2023 fiscal year has been created by Astrex Inc. (“Astrex”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “Act”).

OUR COMMITMENT

Astrex is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Astrex imports into Canada.

CATEGORIZATION, SECTOR, AND INDUSTRY

Astrex is an entity under the Act

In terms of the Act’s threshold requirements, Astrex has at least \$20 million in assets for at least one of its two most recent financial years and has generated at least \$40 million in revenue for at least one of its two most recent financial reports.

Our Operations

Astrex is an automotive aluminum extrusion manufacturer which is headquartered in Windsor, Ontario.

Our Supply Chain

Astrex procures aluminum used in the process to extrude automotive parts from suppliers located in Canada and the United States. After Astrex produces parts using the procured aluminum, they are sent to the United States for further assembly.

Steps Taken by Astrex in Fiscal Year 2023

To prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada, Astrex maintained related policies and due diligence processes that were in force throughout the 2023 financial reporting year. These policies and processes helped to both directly and indirectly mitigate the risk of forced or child labourer within its own internal organization and in its supply chain.

POLICIES AND DUE DILIGENCE PROCESSES

Astrex Policies and Processes

Astrex maintained several policies and processes which affirm its commitment to abiding by applicable forced



labour and child labour laws, including:

- a) Verifying the age of new hires by checking and retaining a copy of their government issued identification on their first day of work.
- b) Refusing to utilize the service of recruitment and staffing agencies in order to maintain full control of the hiring process.
- c) Requiring all new hires to review and sign off on a comprehensive employee handbook ensuring compliance with all applicable laws
- d) Delivering annual training to all current employees covering key policies
- e) Maintaining a confidential employee integrity phone line where employees can report on unethical or illegal activity
- f) Maintaining an approved supplier list and regularly auditing suppliers to ensure no risks to Astrex's supply chain are present.

FORCED LABOUR AND CHILD LABOUR RISKS

Astrex has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

REMEDICATION OF LOSS OF INCOME

Astrex has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any remediation measures for loss of income.

TRAINING PROVIDED TO EMPLOYEES

In the 2023 financial reporting year, Astrex did not provide training to its employees specific to forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate and delivering said training, as identified and required.

APPROVAL AND ATTESTATION

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 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.

