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Modern Slavery Act 2023 Report

1. Introduction

This report is produced by BPWood Ltd. (“BPWood” or the “Company” or “our” or “we”) for the financial year ending July 31, 2023, in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

This report highlights the actions of BPWood to prevent and reduce the risk of forced labour or child labour in its business activities and supply chains.

2. The Company

BPWood is a private corporation formed in 2000 focused on developing specialty wood supply chains on the periphery of the wood business. BPWood is a highly active trading company with strong custom manufacturing and import/export strengths, delivering specialty wood products to customers throughout North American and Worldwide.

The Company is headquartered in Penticton, BC, with a second office located in Richmond, BC. At the end of the 2023 financial year, BPWood has a team of 20 management, traders and administrators. 18 are based in Canada, 1 in the United States and 1 in Germany.

3. Supply Chains

In the 2023 financial year, BPWood had 105 suppliers of wood products located in 13 countries: 62 located in Canada, 21 in the United States, 14 in Europe, 4 in South America, and 4 in Asia.

Less than 10% of BPWood’s total supply volume of wood products was imported into Canada coming from Belgium, Finland, Brazil, and China.

BPWood chooses their supply partners very carefully. BPWood management and employees regularly travel to visit our supplier facilities to ensure the companies, their policies and their manufacturing standards meet the stringent requirements of BPWood.

BPWood also utilizes Third-Party inspection services which regularly inspect and report to BPWood on several manufacturers in the BPWood supply chain, particularly those located in Asia. The

Company intends to ensure that these inspection services are informed and aware of the risks of forced labour and child labour so they can monitor and report accordingly.

4. Company Policies and Due Diligence Processes

BPWood has an Employee Handbook which is a general guide to the policies and guidelines at BPWood. The Employee Handbook states:

“BPWood will adhere to the strictest ethical standards. We will operate and communicate in an open and honest manner, with the highest level of integrity, accountability, and social responsibility for the mutual benefit of all concerned.”

This shared commitment by BPWood and its people is central to its mission and purpose. To continually review and improve our practices, the Handbook is currently undergoing an update due for completion by the end of the 2024 financial year and will include a section highlighting the zero tolerance for forced labour and child labour in BPWood’s business activities and supply chains.

BPWood is certified by the Programme for the Endorsement of Forest Certification (ITKUS-PEFC-COC-160786) and the Forest Stewardship Council (SAI-COC-003487). As required by these certification bodies, BPWood undergoes an annual audit of policies and practices which includes a review of labour requirements certifying that BPWood shall not use or condone child labour, shall not condone any form of forced and compulsory labour, and shall ensure that there is no discrimination. BPWood conforms to the standards of PEFC and FSC and has had its certifications renewed each year.

5. Risk Assessment of Forced Labour and Child Labour

Although BPWood has not started a formal risk assessment program, BPWood acknowledges that forced labour, child labour, and the abuse of human rights are critical risks in any supply chain including ours. To this end, BPWood has always implemented a high level of due diligence with all its suppliers to ensure that they maintain high standards concerning these issues.

As has been mentioned above, BPWood prioritizes on-site engagement with our suppliers as well as regularly utilizing the services of Third-Party inspection agencies.

BPWood has a Supplier Package that is sent to each member of our supply chain and outlines our policies, procedures and expectations. This document will be updated to speak more specifically to the critical concern of forced labour and child labour.

6. Remediation of any Forced Labour or Child Labour

BPWood did not discover or was not made aware of any specific instances of forced labour or child labour in its business activities or supply chains in 2023. So therefore, no remediation measures or remedies were required.

BPWood has not identified any loss of income for vulnerable families resulting from any measures taken to eliminate the use of forced labour or child labour.

7. Training of Employees on Forced Labour and Child Labour

During this financial year, BPWood did not provide training opportunities for employees on forced labour and child labour. However, the Company remains committed to ethical practices and maintaining integrity and will look for ways to expand its training protocols.

8. Assessing Effectiveness

BPWood will ensure ongoing monitoring of the requirements of the Act. The Company will complete its update of the Employee Handbook and the Supplier Package while developing an action plan for risk assessment and providing training for BPWood personnel. The Company will continue to review its policies and processes to reduce and prevent the risk of forced labour and child labour in our supply chains.

9. Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of BPWood Ltd.

ATTESTED this 28th day of May 2024.

By order of the Board of Directors

“Steve Winstone”

Steve Winstone
President
BPWood Ltd.

I have authority to bind the Company