

2023 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Introduction

This report has been prepared by Barkman Concrete Ltd. ("Barkman") in response to the requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act) for the fiscal year ending December 31, 2023. Barkman is opposed to all forms of forced labour and child labour.

Organizational Business and Structure

Barkman Concrete is a precast concrete manufacturer located in Western Canada, which primarily produces concrete hardscapes products for the Western Canadian market. Barkman began operations in 1948 and since its inception, Barkman has remained a Canadian, family-owned business with close socio-economic ties to the communities that it serves. With physical locations in Manitoba, Alberta, and British Columbia, Barkman is focused on forming and sustaining long-term relationships with customers, suppliers, and communities all over Western Canada. Barkman has a long-standing philanthropic approach to business and community and was heavily involved in influencing the growth of Barkman's home city and business community.

Barkman's Materials Management team is comprised of four team members including the Purchasing Manager, with 3 direct administrative support staff, with the Purchasing manager reporting directly to the Vice President of Finance. The Senior Buyer and Purchasing Manager both have authority to enter and exit supplier partnerships and in the event of any evidence of forced labour/child labour, the Materials Management team would notify Executive management to address the situation.

Supply Chain

Barkman's supply chain encompasses a network of businesses that provide goods and services to its three manufacturing locations in Steinbach, Manitoba; Crossfield, Alberta; and Merritt, British Columbia. This network primarily consists of vendors, suppliers, contractors, and subcontractors responsible for providing the necessary goods and services. Preferring local suppliers, the majority of Barkman's primary supply chain is sourced within Canada. Aggregates, which comprise most of the materials in concrete production, are sourced from Barkman's local trading area at each production facility. Other components, such as cement and pallet packaging materials are primarily sourced within Canada. Of the entirety of materials that make up concrete production, approximately 60% to 90% of those materials are produced and sourced within Canada.

Measures Taken

In accordance with the Act, Barkman has conducted a preliminary assessment of its activities and supply chain and did not identify any incident of forced labor or child labor being used; hence, no remediation measures have been taken. Barkman periodically conducts supplier visits prior to new vendor partnership agreements. Part of these visits is to understand supplier's supply chain strategies.

Policies and Best Practices

Barkman has defined its core purpose, strategic anchors, and core values in a set of statements to give clarity and direction to the company's decisions and strategy. These statements were defined in the fall of 2021 as a part of an extensive evaluation of the company's defining qualities and they help direct how the company interacts with employees, customers, suppliers, and the communities it serves.

With a culturally and ethnically diverse workforce, a significant percentage of Barkman's workforce are first-generation Canadians. Barkman values the unique cultures and perspectives that its workforce provides and, to support all employees, formal employment policies are in place, ensuring all existing and new employees are of appropriate age. Further, safe work practices ensure a safe working environment for all employees.

Barkman has several formal policies in place that protect employees from harassment and violence in the workplace. Further, Barkman employees have the right to refuse work that they believe to be too dangerous as well as protection from reprisal. Incidents are required to be reported to the direct supervisor, Human Resources, or the Health and Safety department.

Employee Onboarding and Orientation

Employee education and training are important and Barkman has a training process for onboarding and orienting new employees. On a new employee's first day, they are given an employee handbook, which contains all relevant employee policies and procedures. They also participate in an orientation session that covers many aspects of the company and their specific position.

Supply Chain Education

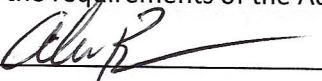
Members of the Materials Management team hold certifications in Production and Inventory Management through The Association for Supply Chain Management (ASCM). ASCM is the global leader in supply chain organizational transformation, innovation, and leadership. As the largest non-profit association for supply chain, ASCM is an unbiased organization, connecting companies around the world with the newest thought leadership on all aspects of supply chain. One program offered by ASCM is the Certification in Production and Inventory Management (CPIM) which focuses on sustainable supply chain in reference to the G4 performance indicators for supply chains including, Social, Economic, and Environmental responsibilities of an organization. Barkman's Purchasing Manager carries the CPIM accreditation and is a member of the ASCM.

Conclusion

The Company recognizes the importance of mitigating modern slavery risks within its operations and supply chains and will continue to monitor and assess where action may need to be taken.

Attestation

This report has been reviewed and approved by the Director of Barkman Concrete Ltd. in accordance with the requirements of the Act, and in particular section 11 thereof.



Alan Barkman

Director