



**2023**

**Forced Labour and  
Child Labour Report**

## About this Report



Bird Construction (Bird) is committed to the promotion of human rights and ethical business practices in all our operations. As a leading Canadian general contractor, we strive to ensure that our employees, business partners, those who live in the communities where we work and other stakeholders are safe, and we care about their wellbeing. We recognize the global existence of forced and child labour and our role in detecting and preventing these human rights abuses.

This report sets out the **governance framework that we had in place in 2023** to detect and prevent any forced or child labour in our operations or supply chain and to remediate any resulting adverse effects on vulnerable workers and their families.

Bird has prepared this joint report on behalf of itself and its subsidiaries that constitute an “entity” pursuant to the Fighting Against Forced Labour and Child Labour in the Supply Chains Act (the Act). Further, we have conducted a review of our 2023 operations and did not find any evidence of forced labour or child labour at Bird or in our supply chain.

## About Bird

### A. Construction Services

Bird (TSX: BDT) is a leading Canadian construction and maintenance company operating from coast-to-coast-to-coast. Servicing all of Canada's major markets through a collaborative, safety-first approach, Bird provides a comprehensive range of construction services, self-perform capabilities, and innovative solutions to the industrial, buildings, and infrastructure markets. For over 100 years, Bird has been a people-focused company with an unwavering commitment to safety and a high level of service that provides long-term value for all stakeholders. Bird has worked on a diversified portfolio of construction projects across Canada, including in the following market sectors:



Power\*



Chemicals & Fuels,  
Oil & Gas



Manufacturing



Agricultural  
Chemicals\*\*



Mining & Mineral  
Processing



Utilities



Water &  
Environment



Transportation



Education



Mature Living



Healthcare



Public Spaces



Public Safety



Mission Critical\*\*\*



Military &  
Defense



Multi-Residential



Commercial

All of Bird's projects are guided by our corporate governance framework and human rights and ethics policies to support our success in an ethically responsible manner.

Bird provides construction services to a variety of clients across Canada, which include government agencies and the private sector. Bird's role on each project may vary and we deliver projects under various delivery models, including as construction manager and under collaborative contract arrangements.

\* Power (Generation, Transmission, Distribution & Storage)

\*\* Agricultural Chemicals & Agricultural Industrial

\*\*\* Data & Intelligence

## B. Supply Chains

Bird's procurement of project materials or equipment directly from the global supply chain is generally limited to self-perform work and relatively small values. For much of Bird's construction work, we engage subcontractors and suppliers (Suppliers), operating within the construction industry, to procure the materials and equipment necessary to complete their respective scopes of work as part of the project.

We maintain corporate policies, codes and other requirements that prohibit and allow for reporting of any use of forced and child labour at Bird or within our supply chain. In particular regarding our supply chain, Bird's standard subcontract agreement requires its Suppliers to diligently investigate and understand where materials and equipment are being purchased, and to ensure that there is no evidence of forced or child labour in their supply chains including at any manufacturing facilities.

Over its many years in the construction industry, Bird has developed strong relationships with its Suppliers, and we strive to work with reputable business partners who are trusted as being both socially and ethically responsible.

Bird does not tolerate the use of forced or child labour. Should Bird ever become aware of the existence of forced or child labour in a Supplier's supply chain, Bird will engage with the Supplier to attempt to remediate the harmful practices, with a view to avoiding adverse impacts on the most vulnerable workers and their families and, if remediation is not feasible, Bird will cease to work with that Supplier.



# Bird's Policies and Due Diligence Process

## Bird's Policies

Bird's core value is people's safety and wellbeing, which means that Bird commits to:

- Setting clear expectations regarding behaviour and actions through our Code of Conduct and other policies
- Creating consistency throughout the Company by educating and training our workforce
- Reducing the risks of unethical or illegal conduct at Bird
- Creating an environment where employees and others are encouraged to report any unethical conduct.

Our governance framework includes policies related to Human Rights, Anti-Corruption and Anti-Bribery, an Employee Code of Conduct and an Ethics and Compliance Program. Complying with these policies and codes furthers the Company's goal of ensuring ethical business practices and that there is no use of forced or child labour at Bird.

### A. Code of Ethics

We require that all Bird employees sign the Company's *Code of Ethics* annually. The *Code of Ethics* requires that all employees observe the highest levels of personal and professional conduct. Ethical behaviour such as honesty, fairness and respect are integral to the conduct of Bird's business, and we endeavour to provide a workplace where all people are treated fairly and with dignity, mutual respect and professionalism.

If it is identified that a Bird employee's conduct, or that of one of our business partners, does not meet our Code of Ethics, or that they are otherwise engaging in unethical business practices, that employee or business partner will be subject to disciplinary measures which may include termination of employment or of the business relationship.

### B. Business Conduct and Ethics Expectations for Suppliers

In pursuit of our commitment to unyielding integrity and the highest standards of business conduct, Bird has developed *Business Conduct and Ethics Expectations for Suppliers and Subcontractors* (Supplier Code) to impose the same ethical obligations on Suppliers as those that apply to our own employees. Bird's Suppliers are required to perform their work without the use of forced, compulsory, bonded, indentured, or child labour, and to support and respect human rights.

### C. Human Rights Policy

Our *Human Rights Policy* supplements Bird's Supplier Code and mandates that our employees and Suppliers observe the highest levels of professional and ethical conduct.

Bird is committed to protecting the human rights of individuals and to avoiding or remediating any human rights violations. It is a requirement under our *Human Rights Policy* that our employees and Suppliers commit to not using forced, compulsory, bonded, indentured or child labour.

## Due Diligence Process

While Bird's direct procurement of materials and equipment is limited, Bird exercises reasonable due diligence by developing corporate policies that apply to its Suppliers and impose obligations on Suppliers to ensure that forced and child labour are not used in their operations or supply chains.

## A. Standard Subcontract Agreement

On each project, Bird issues its standard subcontract agreement to its Suppliers. It is a requirement under Bird's subcontract that they and their affiliates, subsidiaries, shareholders, officers, directors, employees, and their supply chains comply with all applicable laws including the Act and that they also represent and warrant that they will comply with Bird's Supplier Code.

Suppliers are also required to provide to Bird any reports they file pursuant to the Act. Also, if there is evidence of forced or child labour in their operations, it is a requirement that they take appropriate measures to remediate any such violation and to inform Bird of the steps taken.

## B. Supply Chain Management Policy

In the event Bird does procure directly from the supply chain, Bird and its employees are required to adhere to the Company's *Supply Chain Management Policy*, which establishes the rules and parameters to be observed by our employees when directly procuring materials or equipment.

The *Supply Chain Management Policy* ensures that the process by which a Bird employee procures materials or equipment is conducted in a fair, ethical, and sustainable manner, and requires that any procurement be made in compliance with Bird's Code of Conduct and all applicable company policies including our Human Rights Policy.

## C. Whistleblower Policy and Hotline

Bird's *Whistleblower Policy* is an important tool for the detection of any illegal or unethical conduct at Bird. The *Whistleblower Policy*, together with our *Whistleblower Hotline*, permits employees, Suppliers and others to confidentially and safely

report or express their concerns regarding illegal or otherwise unethical conduct. Any such matters may be reported to the Company's Chief Legal Officer, Chief People Officer or to the Company's Audit Committee Chair. Each reported matter is reported to Bird's Board of Directors and is investigated and resolved.

# Managing the Risks of Bird's Supply Chain

Because a significant portion of Bird's work on construction projects is subcontracted to Suppliers in Canada, there is no guarantee that Bird will always have visibility on the manufacturing and working conditions in the supply chain or where its Suppliers procure materials and equipment.

However, the policies, codes and contractual provisions established by Bird are reasonable and effective mechanisms to achieve Bird's objectives of delivering its projects on an ethical basis and detecting and preventing forced and child labour in its supply chain.

## Remediation of any Forced or Child Labour

Within the 2023 financial reporting period, no instances of forced or child labour at Bird or within its supply chain were detected or reported to Bird and remediation measures were therefore not necessary.

## Remediation of Loss of Income

As it is the Company's assessment that there was no evidence of forced or child labour at Bird or within its supply chain in 2023, there was accordingly no resulting loss of income to vulnerable workers or families to be remediated.

## Education on Forced Labour and Child Labour

Bird is developing education training sessions which it will share across the company to educate its employees on the effects of forced and child labour in our supply chain. To date, our Environmental, Social & Governance team together with members of our Legal and Finance teams, have provided education to the Company's Board of Directors and Executives.

## Effectiveness in Protecting Against Forced Labour and Child Labour in the Supply Chains

Bird understands that it has a responsibility to mitigate the risks of forced and child labour in its supply chain. We have dedicated the resources of our Corporate Governance, Finance, Legal and People and Culture teams to collaborate to develop additional strategies, policies and practices to preserve the Company's commitment to the human rights of all people working with or at Bird. Within the 2023 financial reporting period, Bird amended its corporate policies and standard subcontract agreement to emphasize the prohibition against the use of forced and child labour in our supply chain. We also provided education sessions regarding the effects of forced and child labour and the Company's legal obligations under the Act and other applicable legislation. These education sessions also affirm Bird's commitment to the prevention of forced

and child labour and engage our employees, Executives and Board of Directors in this important Human Rights cause.

Bird is confident in the relationships it has developed with its business partners throughout the construction industry. It is important to note that most of the materials and equipment sourced by Bird are procured domestically in Canada by business partners who are also obligated to comply with the requirements of the Act and other Canadian laws.

## Approval and Attestation

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the Company and its subsidiaries that are each an "entity" under the Act. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Bird.

We at Bird believe that these methods are proportionate to the risk that exists in the supply chain we utilize.

Sincerely,

**Bird Construction Inc.**



**Charles J. Caza**  
Chief Legal Officer