

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act **2023 Annual Report**

Black & Veatch is an employee-owned, global leader in building critical human infrastructure. We provide our clients with global experience and local resources to solve complex challenges in power, gas fuel & chemicals, water and communications infrastructure around the world.

Black & Veatch Canada Company is the entity of the Black & Veatch Group which is active in Canada and meets the legal reporting requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act). We are able to fulfil our mission of Building a World of Difference® with a global workforce of more than 13,000 professionals who provide expertise in consulting, engineering, procurement, construction, operations and program management. This depth of professional experience allows us to deliver reliable and innovative infrastructure solutions for our clients' most complex challenges.

In line with our mission of Building a World of Difference® and our ability to improve and sustain quality of life around the world we firmly believe that we have a responsibility to work to ensure there is no modern slavery or human trafficking in our operations or supply chain. Modern slavery is a brutal form of abuse, often undertaken by organized crime in which people are treated as commodities and exploited for criminal gain. Black & Veatch has adopted Group-wide policies directed towards seeking to ensure no such practices exist in any areas of business undertaken by us.

Black & Veatch is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our [Anti-Slavery Policy](#) complements our [Company Code of Conduct](#) and reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Policy is considered by our leadership team to be a strong statement for our employees and business partners alike. It is reviewed from time to time for effectiveness and applicability. Within our supply chain management systems, we have the requirement that all vendors (which incorporates all suppliers, subcontractors, and service providers) are subject to due diligence as determined by the Black & Veatch Ethics and Compliance Management Program. Checks related to all business practices of vendors and those entities for which we undertake services are initiated early in a relationship and monitored nightly. The [Vendor Code of Conduct](#) includes a provision allowing Black & Veatch to conduct audits to confirm the vendor's compliance with the Code.

Our Company implements a centralized enterprise risk management program to systematically aggregate and monitor material risks. The program is designed to identify and assess risks that could significantly affect Black & Veatch's strategic objectives. The program operates within the guidelines of a framework which includes detailed risk assessments and reporting. When an emerging risk is escalated to an enterprise level, the leadership teams examine its implications, report the findings, and make the board aware.

Our due diligence and enterprise risk management processes did not result in any forced or child labour findings or loss of income to the most vulnerable families in 2023 so no remediation measures were implemented, and no allegations of modern slavery were made on our confidential employee compliance and alert line in 2023.

Black & Veatch's greatest risk exposure to forced labour and child labour is through suppliers, and the primary source of those risks come from the raw materials (namely polysilicon) used in the manufacture of solar panels, when those panels originate from Asia due to the forced labour concerns within the Xinjiang region of China. Black & Veatch has supported United States Customs documentation requirements and has explored alternate options for the procurement of solar panels from other companies and/or geographic regions.

Black & Veatch became an official participant of the United Nations Global Compact in 2020. Our [Annual Report on Sustainability](#) outlines our commitment to continuous improvement for our friends, families, neighbors, clients and communities.

We periodically review and assess the effectiveness of our processes relating to and our exposure to modern slavery, in both our supply chain and in our operations, as part of our standard continuous improvement. We will continue to take measures necessary to ensure we can eradicate slavery and human trafficking in our operations. This includes:

Initiating required annual training and awareness programs for all employees which reinforces the Company's requirements and expectations for conducting business and expected behaviors. We have partnered with two external training vendors to raise awareness and enhance understanding about human trafficking in relation to our organization. Our training explores some of the risk factors that make certain populations, geographies, and industries susceptible to human trafficking as well as outlining some of the steps to identify and manage human trafficking risks;

Ensuring all employees are treated appropriately and have relevant access to welfare facilities and personal training, as provided by our employee handbook;

Providing employees, contracted workers and the public access to a [third party managed reporting line](#);

Reviewing the practices applied by entities in our supply chain, including compliance with labour laws and standards of employment to ensure they are in keeping with our company Standards and Values;

Regularly checking the vendor practices of those with whom we work;
Undertaking reviews of the circumstances of individuals when temporary or agency workers are engaged;
Working with the Agencies to ensure all site staff demonstrate appropriate qualifications to work in Canada.

This report has been approved by Black & Veatch Canada Company Board of Directors. In accordance with the requirement of the Act, 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 reported year listed above.

I have the authority to bind Black & Veatch Canada Company.

Andrea Bernica
 Director



Date: May 30, 2024