

Statement Against Forced Labour and Child Labour in Supply Chains

Boucher Bros Lumber Ltd.
Statement Year 2023

Boucher Bros Lumber Ltd. Statement Against Forced Labour and Child Labour in Supply Chains

pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff, referred to as Canada's "Modern Slavery Act" (the "Act").

For the Calendar year ending December 31, 2023

INTRODUCTION

This is a statement made by Boucher Bros Lumber Ltd., in respect of the Act, as referenced above for the Calendar year ending on December 31, 2023. Boucher Bros Lumber Ltd. was incorporated pursuant to the laws of Alberta, Canada, in 1979.

REPORTING ENTITY

Business Name: Boucher Bros Lumber Ltd.

Business Number: 100588979RP0001

Mailing Address: Box 488, Nampa, AB, T0H 2R0

Phone Number: (780) 322 - 3945

STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Boucher Bros Lumber Ltd. ("BBL" or "the company") is a family-owned Lumber Manufacturing company located in Nampa, Alberta (about 25 min south of Peace River). For over 70 years, BBL has been supplying the highest quality of dimensional lumber to our valued clients.

BBL manufactures dimensional softwood lumber products, for wholesale distribution, to businesses & customers, primarily for domestic retail sales.

The company is committed to create and maintain a safe, positive, and innovative workplace for our employees, enabling them to succeed in accomplishing the business purpose.

Business Purpose

To be the leader in the production of high-quality random dimension lumber for the North American market.

Mission Statement

Built on a foundation of hard work, vision, safety, and commitment; Boucher Bros Lumber is a proud, family owned and operated company dedicated to producing lumber products of the highest calibre for the marketplace. As stewards, we share our success through caring for our people, our community, and our environment.

Core Values

Respect | We approach each situation in a spirit of "Win/win" with the belief that people want to, and will make a positive contribution, given the support and right tools. We trust and expect that decisions are reached and actions carried out in the spirit of what is best for our company.

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Safety | We strive to provide the safest working environment possible for our people. We take care & responsibility for the protection and safety of ourselves and all others. Productivity will never outweigh the importance of the wellbeing of our Team members.

Teamwork | We believe that it is only through cooperation and teamwork within our company, with stakeholders, and business partners that we can achieve our objectives. We carry out our work in a manner which solves problems, maintains good relationships, and demonstrates daily support and assistance for one another.

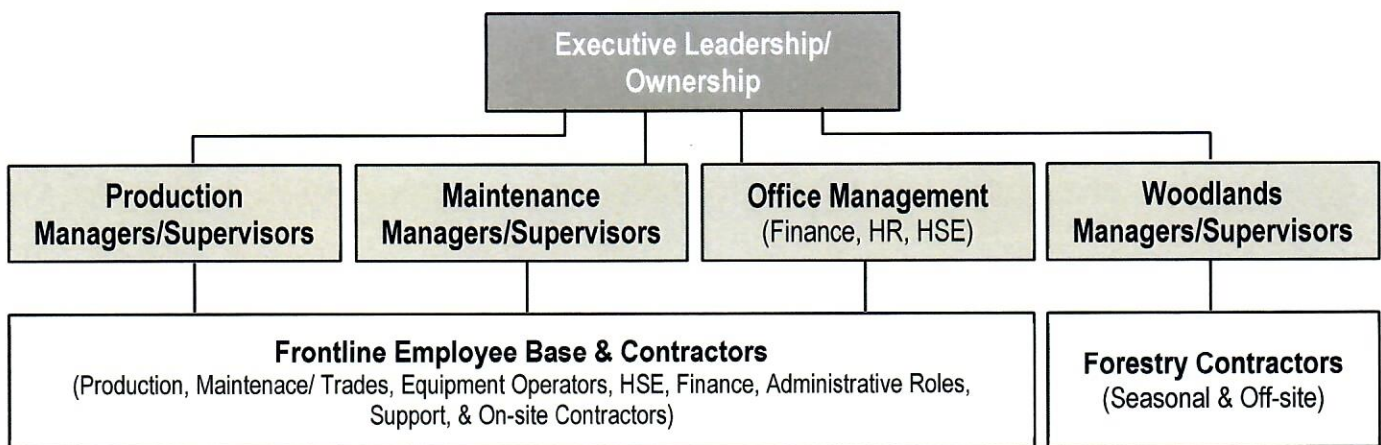
Continuous Improvement | We create an environment which stimulates steady, ongoing, incremental improvements in our processes and products. We do this by keeping statistics, monitoring performance, encouraging feedback, and communicating effectively.

Honesty/ Ethics | ...without compromise.

Sustainable Growth | While first maintaining the sustainability of our core business, we seek opportunities internally and externally which will, in parallel, grow our company and build its long-range strength and prosperity.

Reputation for Quality | Through three generations, we have built a reputation for offering superior quality products, which our customers have come to expect. We do everything in our power to uphold this reputation.

ORGANISATIONAL STRUCTURE



BBL currently employs 105 employees in the following areas/sectors:

- **Head Office: 11 employees**
 - Including:
 - Executive Management/ Partners;
 - Finance;
 - Human Resources;
 - Health, Safety & Environment;
 - Administrative.
- **Woodlands: 2 employees**
 - RPFTs | Registered Professional Forestry Technologists.
- **Production: 65 employees**
 - Including:

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- Sawmill & Planing Mill production line roles;
- Heavy equipment operators;
- Other associated ancillary roles.
- **Maintenance: 27 employees**
 - Including:
 - Industrial Electricians;
 - Millwrights;
 - Saw filers;
 - Heavy equipment Mechanics;
 - Maintenance Support Roles.

SUPPLY CHAIN

The Company's primary procurement activities can be categorized as follows:

- 1) **Raw material used in production:** The timber used in the production of our wood products are harvested and sourced in accordance with the associated laws, prescribed rules, and regulations pursuant to the production and distribution of softwood lumber products in Alberta, Canada.
- 2) **Equipment, tools, parts, & products required for operations:** Purchases are primarily sourced from suppliers located in Canada; although in some instances products may be sourced from other jurisdictions.
- 3) **Fuels:** All fuel products used are sourced from Canada.

POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

Boucher Bros Lumber Ltd. is committed to ensuring high ethical standards in our business practices and in the production of our wood products. The company's core values (Respect, Safety, Teamwork, Continuous Improvement, Honesty/ Ethics, Sustainable Growth, and a Reputation of Quality) are essential in realizing this commitment.

Boucher Bros Lumber Ltd. has various corporate policies and procedures that ensure that our business practices are mindful of human rights and are in alignment with reducing the risk of supporting instances of forced labour and child Labour. While not a comprehensive list, some examples of these policies are:

- **Health & Safety Policy Statement** – Boucher Bros Lumber Ltd. is committed to maintaining a health and safety program that protects and maintains the health and safety of all peoples at our work sites.
- **Corporate Indigenous Peoples Policy** – Boucher Bros Lumber Ltd. works to develop strong, mutually beneficial relationships with Indigenous communities near our operations and throughout western Canada.
- **Commitment Policy** - Boucher Bros Lumber Ltd. is committed to providing a productive, safe and healthy work environment for our workers, customers and visitors.
- **Right to Refuse Unsafe Work** – Boucher Bros Lumber Ltd. recognized that all workers have the Right To Refuse Unsafe Work, the Right To Know about potential hazards for which they could

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be exposed, and the Right To Participate in identifying and resolving health and safety concerns on our worksites.

- **Workplace Harassment Prevention** – The company is dedicated to maintaining a positive workplace where everyone adheres to relevant human rights legislation and acts ethically, honestly and treats others with dignity, fairness, and respect.
- **Workplace Violence and Harassment** – Boucher Bros. Lumber Ltd. will not tolerate unlawful workplace conduct, including discrimination, intimidation/harassment, bullying, or violence.
- **Workplace Violence Prevention** – The management of Boucher Bros. Lumber Ltd. is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from the potential hazards associated with workplace violence.
- **Student Aged Worker Employment Guidelines** - This policy defines the permitted position/ role/ task which can be assigned to a temporary student aged worker during their employment term.

PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND THE STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

Areas the BBL's has identified in their business operations and supply chain that could carry a risk of supporting forced labour & child labour and associated steps taken to mitigate the risks are:

- 1) **Temporary Foreign Worker program** – The company has and will always endeavour to maintain ethical hiring practices which align with the laws and regulations associated with the employment of temporary foreign workers.
- 2) **Summer Student and RAP program employee hiring** – The company has and will always endeavour to maintain strict adherence to Alberta Employment Standards Code and, as detailed above maintains a current policy related to the internal hiring of Student aged workers in on our worksite.

MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

Boucher Bros Lumber Ltd. has not identified any instances where our business activities or supply chains have supported forced labour or child labour. BBL also acknowledges that monitoring our future business activities, with a mindfulness on mitigating the risks of inadvertently supporting forced labour and child labour practices, is imperative in having a positive impact in the goal to eliminate incidence of them in the world.

MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR

Boucher Bros Lumber Ltd. has not identified any instances where our business activities or supply chains have supported forced labour or child labour. The company is committed to ensuring that forced labour and child labour are not supported by our operations or supply chain by maintaining strict adherence to BBL's corporate policies and procedures, as well as, aligning with the applicable laws and regulations of Canada.

TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

Boucher Bros Lumber Ltd. incorporates training material that focusses on Human rights issues that are associated with ethical business practices but currently no specific training is in place for company employees directly related to forced labour and child labour. The company will look at future ways in which to best incorporate training material for our employees regarding forced labour and child labour.

EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

Boucher Bros Lumber Ltd. has not identified any instances where our business operations have supported instances of forced labour or child labour and therefore believe that our current business practices, policies and procedures, and supply chain has been effective in mitigating the risk of supporting such unethical activities.

ATTESTATION

This report has been approved by the Board of Directors of Boucher Bros Lumber Ltd.

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 or entities 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.

For clarity, I am providing this attestation in my capacity as a company owner, executive leader, and General Manager of Boucher Bros Lumber Ltd., and not in my personal capacity.

I have authority to bind Boucher Bros Lumber Ltd.

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Jason Boucher
General Manager
May 31, 2024