

Minister of Public Safety and Emergency Preparedness

## **C.B.S. Construction Ltd.**

### **Annual Filing for the Reporting Year from February 1, 2023 to January 31, 2024**

### **Bill S-211: Fighting Against Forced Labour and Child Labour in Supply Chains Act**

C.B.S. Construction Ltd. is a privately-owned Canadian corporation, incorporated in the province of Alberta. It is a general contractor in the industrial construction industry, with its operations primarily in Fort McMurray, Alberta, in the Canadian Oil Sands. The majority of our work is under long-term maintenance contracts. Some of our services are self-performed (employing labour), while other services are subcontracted out. We do purchase some materials as inputs into the services we provide.

Our labour is primarily sourced locally from Fort McMurray. Some may come from across Canada if we cannot source locally. With the exception of administrative/accounting and management positions, we operate in a union environment. We source from various local union halls. All employment follows Alberta Employment Standards and ratified union agreements as applicable. This includes hours of work, time off, pay, etc. We do not employ any unpaid labour. We do not employ child or adolescent labour. We operate in a very physical and safety sensitive environment. Employees are given the appropriate training and supervision. We are also subject to the rules of the oil & gas producers for whom we work and on whose site our work occurs. Our onboarding process includes the obtaining of an employee's birthdate and declaration that they are eligible to work in Canada. We also ensure they have the appropriate training and clearance to enter a particular job site.

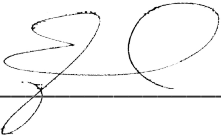
Our risk under Bill S-211 would be in our materials supply chain. We are not producing our own materials inputs, but rather we rely on distributors. We assess this risk as low. Our materials are largely sourced locally (Fort McMurray or Edmonton) from large reputable distributors. Our largest materials input is concrete which obviously needs to be sourced locally and not imported. We also assess that we are not operating in a high risk sector/industry (i.e. such as garments or electronics). We are not importing goods from outside of Canada.

Our process will evolve to include:

- an annual review of our top suppliers' annual reports filed publicly under this bill, if applicable
- vendor questionnaire for current and prospective suppliers asking:
  - are they aware of Bill S-211
  - are they filing under Bill S-211
  - what their processes are to ensure they are not employing child or forced labour
  - what their processes are to assess & mitigate the risks of their supply chains employing child labour

**Attestation by C.B.S. Construction Ltd.'s Governing Body**

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 from February 1, 2023 to January 31, 2024.



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Garry Fizzell,  
President

"I have the authority to bind C.B.S. Construction Ltd."

May 22, 2024