



Forced and Child labour in Canadian supply chains Report

This report addresses each of the requirements included in section 11 of the forced labour and Child Labour Act, (The Act) and addresses each of the seven requirements in subsection 11(3). This is the first time we are reporting it for the fiscal year September 1, 2023, to August 31, 2024. Carbon Steel Profiles Limited (CSPL) is not reporting it in any other jurisdiction.

A) Structure, activities and supply chains

Carbon Steel Profiles Limited (CSPL) is a privately owned company, initially established in 1966 in Weston, Ontario. We moved the company to Etobicoke in 1981 and occupied the Etobicoke facility for the next 20 years. In 2002, all Ontario operations were fully relocated to our Corporate Head Office and Primary Processing Center in Brampton, Ontario. CSPL is ISO 9001:2015, certified in CNC Technology used in Plate Burning, Plasma Cutting, Milling and Blanchard Grinding.

A Montreal Area Sales Office was established in 1984, evolving into the Quebec Division – Chateauguay Processing Facility in 1986.

B) Policies and due diligence processes

CSPL has a zero-tolerance policy for forced labour and child labour. We are committed to conduct business in an ethical and responsible matter that supports and respects the protection of human rights. Compliance with the company policy is monitored and enforced by management through a number of processes. CSPL ensures that every employee goes through orientation & policy training within the first week of joining our team.

C) Forced labour and child labour risks

CSPL complies with all legal requirements in the hiring and recruitment process which puts us at low risk. CSPL has its screening and hiring process in place to ensure that we do not accept underage candidates. New hires are also required to provide supporting documentation during the background check process. Their date of birth and identification, including their right to work in Canada are validated before they are hired.

D) Remediation measures

In compliance with the regulations of The Act, which require companies including Carbon Steel Profiles Limited to disclose any such efforts to prevent and mitigate forced and child labor in their supply chains. CSPL takes many steps to assess and manage the risk of forced and child labor directly within the Company as well as within our supply chain. Internally, the steps begin with the hiring process. Through initial screening questions at the time of application, the age of the individual is verified. As the individual progresses through the interview process and a position is offered to them, a background check is performed. We have not encountered any forced or child labor directly within our business or indirectly through our supply chain, therefore no remediation measures have been taken.



E) Remediation of loss of income

As we have not encountered any forced or child labor directly through the company or indirectly through our supply chain, we do not need to take any measures regarding the loss of income to impacted parties.

F) Training

CSPL will provide mandatory training in forced labour and child labour for all employees responsible for hiring, contracting or procurement activities. After training, each employee will be required to certify that they understand the conditions and content of The Act. Our training materials will be reviewed on an ongoing basis to ensure that the content is effective and up to date.

G) Assessing effectiveness

Internally, the hiring process may undergo many levels of review before an individual is officially hired within the Company. The management team meets twice a year for management review meetings where the effectiveness of the hiring and training policies is reviewed.

Approval and Attestation

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of President, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity Carbon Steel Profiles limited 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 within this report.

Darren McNair

President

Date: Jan 28, 2025

A handwritten signature in black ink that reads 'Darren McNair'. The signature is written in a cursive, flowing style.

“I have the authority to bind Carbon Steel Profiles limited.”