



# **Fighting Against Forced Labour and Child Labour in Supply Chains Report**

2023

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## Introduction

This report has been created to be compliant with the requirements outlined in Bill S-211 “An act to enact the fighting against forced labour and child labour in supply chains act” whereby certain entities must submit a report to the Minister of Public Safety by May 31<sup>st</sup> each year. These reports must detail the steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used by them or in their supply chains.

At Centra Construction Group we are proud to be a part of the global movement against modern slavery and we are deeply committed to upholding the highest standards of ethical conduct and social responsibility.

Modern slavery, encompassing forced labor, human trafficking, and child labor, remains a grave global issue that requires vigilant action and accountability from all sectors, including manufacturing.

We believe that every worker deserves to be treated with dignity and respect. Our commitment to ethical practices starts with rigorous scrutiny and continuous monitoring of our supply chains. We partner with suppliers who share our values and adhere to stringent labor standards that prohibit any form of modern slavery.

Through our unwavering commitment to ethical manufacturing, we aim to lead by example and inspire other companies to join us in this crucial fight. Together, we can build a future where every worker is free, valued, and protected.

## Structure and Business

Centra Windows, headquartered in Langley, BC, is a well-established window and door manufacturing, supply, and installation company that has been serving British Columbia and Alberta for over five decades. Centra Construction Group (CCG) is the incorporated holding company and controlling shareholder of all Centra businesses.

Centra has over 500 employees across BC and Alberta, and is very proud to be 100% employee-owned, meaning the employees have a vested interest in the quality and performance of their products and services.

Centra Windows is known for its strong corporate culture, having been recognized with Canada's Most Admired Corporate Culture award by Waterstone Human Capital for each of the past three years. The company is also active in community service through the Centra Cares Foundation, which has raised significant funds for local and global causes.

## Supply Chain and Risk Assessment

The core products and services provided by Centra include:

- 1) Manufacture and supply of doors and windows
- 2) Installation of doors and windows
- 3) Building envelope remediation projects

While there are many individual components that are required to manufacture and install high quality doors and windows, there are two primary materials in the finished product:

- 1) Extruded Vinyl profiles (for the frame)
- 2) Sealed glass units

Centra sources both products from suppliers in Canada and the US. We have reviewed the supply chains of those core materials with our key suppliers. Given that their raw materials are sourced within Canada and the US, and their processing and manufacturing activities also occur within Canada and the US, we have determined that there is minimum risk of breaches in relation to forced labour or child labour in their supply chains.

Over time we look forward to reviewing additional components of our supply chain to assess whether there are any additional risks relating to forced labour or child labour in the supply chain.

## Approval and Attestation

Centra is committed to continuously evaluating and monitoring our supply chains and working with our partners to ensure that best practices around sustainability and corporate responsibility is maintained.

This report has been created by the Director of Continuous Improvement and Sustainability, Henry Hobbs, and has been reviewed and attested by the Chief Financial Officer, Brendan Friesen.

A handwritten signature in blue ink, appearing to read "Henry Hobbs".

**Henry Hobbs**

Director of Continuous Improvement  
& Sustainability  
Centra Windows

A handwritten signature in blue ink, appearing to read "B Friesen".

**Brendan Friesen**

Chief Financial Officer  
Centra Windows