

2023 Corrpro Canada Modern Slavery Report

Corrpro Canada Inc. (“we”, “our”, “Corrpro Canada” or the “Corporation”) has created this report to meet our requirements pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (the “**Modern Slavery Act**”). Forced labour and child labour (each as defined in the Modern Slavery Act and hereinafter together referred to as “modern slavery”) are violations of fundamental human rights and are occurring across the globe. As a Canadian junior oil and gas company, we recognize the responsibility we have to ensure our operations and the supply chains that support our operations adhere to the highest ethical standards, which includes no use of modern slavery in our business or supply chains. The Corporation is subject to the reporting requirements of the Modern Slavery Act. This report covers the Corporation's activities during our previous financial year, from January 1, 2023, to December 31, 2023. The Corporation takes modern slavery and our reporting requirements very seriously and we are committed to ensuring that we adhere to such requirements. We will continue to evaluate and assess our processes with respect to modern slavery in our business over time to ensure we are meeting all applicable reporting requirements and other legislation relating to modern slavery.

Steps Taken During 2023

The Corporation first became aware of the Modern Slavery Act in early 2024 after it came into force and subsequently engaged our consultants to assist in navigating the new reporting regime. As a result of the timing of becoming aware of the new reporting requirements, we did not take any steps in 2023 in relation to reducing the risks of modern slavery occurring in the Corporation's supply chain; however, over 90 percent of our spend is with suppliers based in Canada with remainder of the suppliers operating in the United States. We are not otherwise aware of any high-risk exposure to modern slavery associated with the Corporation's supply chain. We intend to continue to evaluate our reporting processes to ensure that our reporting with respect to modern slavery meets the statutory requirements.

Structure, Activities and Supply Chains

- **Structure:** The Corporation is headquartered in Calgary, Alberta with approximately 150 employees and contractors working in Canada. During 2023, the Corporation was a subsidiary of a U.S. Parent Company - Azuria Water Solutions, Inc. (f/k/a Aegion Corporation). On May 21, 2024, the Corporation had a Change of Control event and became a standalone Canadian company held by a Private Equity fund based in Calgary Alberta.
- **Operations:** The Corporation is providers of cathodic protection and asset integrity solutions by providing engineering and technical services as well as supplying necessary materials. The Corporation operates across Canada in British Columbia, Alberta, Saskatchewan, Ontario, Quebec and the Maritimes.
- **Supply Chains:** Corrpro Canada's supply chain includes businesses or subcontractors that supply goods and services to our organization. The vendors primarily encompass landlords, supplier of goods or services, contractors and subcontractors involved in the procurement of goods and services necessary to deliver on our performance obligation to our customers to

effectively manage the integrity of the assets in pipeline sector, water infrastructure and municipalities. In summary, we procured goods and services from approximately 150 suppliers and contractors. The suppliers we engage include businesses that are primarily local and adhere to Canadian laws and regulations.

Policies and Due Diligence

Policies

During 2023, the Corporation operated under several policies implemented by Azuria Water Solutions Inc., which reflect our values and set clear expectations for our employees, contractors, consultants and directors to maintain high standards of professional and ethical conduct. In addition, the Code requires compliance with all applicable laws, rules and regulations. The Corporation may in the future consider implementing additional policies designed to mitigate the risks of any actual or perceived modern slavery occurring in relation to its business or operations.

Below, we have provided an overview of the relevant policies that were in place throughout 2023 and will continue to be maintained and updated in 2024:

- **Code of Business Conduct and Ethics:** The Corporation is committed to conducting our business in a lawful and ethical manner. Our Code is the foundation of our company policies. It sets out guiding principles on professional conduct and establishes that in performing their job duties, Corrpro employees, contractors and directors should always act lawfully, ethically and in the best interests of the Corporations.
- **Health, Safety & Environmental Manual:** The Corporation is committed to promoting environmental protection, occupational safety and health and wellness of all of our stakeholders. Our policy outlines our approach to sustainability and corporate responsibility. In addition, Azuria utilizes a safety compliance system which allows the Corporation to efficiently manage our suppliers, subcontractors, and service providers according to our onboarding requirements
- **Anti-Bribery and Corruption Policy:** This policy provides information on the concepts related to bribery and corruption while provided employees with the tools to identify and report potential bribery issues
- **Whistleblower Policy:** Through this policy, the Corporation strives to ensuring an open and transparent environment for all stakeholders free of any retaliation or reprisal for bringing forward information regarding wrongdoing, concerns about unethical or illegal activities to Corrpro's Board of Directors.

In addition to the above, we intend to regularly evaluate our approach with respect to modern slavery to ensure the effectiveness of our methodology, including amending existing policies and implementing new policies as necessary, to mitigate the risk of modern slavery from occurring in our business or operations to the extent determined necessary.

Due Diligence

Given the timing of the implementation of the Modern Slavery Act, the Corporation has not historically undertaken any steps to conduct due diligence relating to the migrating the risk of modern slavery occurring in relation to our business or operations. However, we are not aware of any high risk exposure to modern slavery associated with the Corporation's supply chain. We may in the future consider implementing additional procedures to ensure we are not unknowing engaged in business with any entities involved in modern slavery.

Activity and Supply Chain Risks

We have evaluated the manner in which we procure our goods and services (see Structure, Activities and Supply Chains" above). As noted, all supplied goods and services we procure are primarily provided by Canadian entities and adhere to Canadian laws and regulations to our knowledge. Based on that evaluation, we are not aware of any high-risk exposure to modern slavery associated with the Corporation's business or supply chains.

Remediation Measures

We are not aware of the existence of modern slavery in our business and the supply chains that support our operations and as such, we have not taken any measures to remediate any forced labour or child labour or to remediate the loss of income to the most vulnerable families that resulted from any measure taken from any of the Corporation's actions.

Employee Training

The Corporation has not yet implemented any processes to assess our effectiveness in ensuring that modern slavery is not used in our business and our supply chains.

For 2024, the Corporation plans to organize specific awareness sessions with selected employees / departments and distribute a company-wide email to ensure that all employees are aware of the new reporting requirements under the Modern Slavery Act.

Assessment of Effectiveness

The Corporation has not yet implemented any policies or processes to assess our effectiveness in ensuring that modern slavery is not used in the Corporation's business or supply chains.

Approval and Attestation of the Report

This report was approved by the Corporation's Board of Directors on June 24, 2024, pursuant to paragraph 11(4)(a) of the Modern Slavery Act and has been filed with the Minister of Public Safety and Emergency Preparedness.

In accordance with the requirements of the Modern Slavery Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest, on behalf of the Corporation, and with no personal liability, that the information in this report is true, accurate and



complete in all material respects for the purposes of the Modern Slavery Act, for the reporting year listed above

June 20, 2024

Geoff McFarlane
President & CEO
Corrpro Canada Inc.