



CORPORATE HEAD OFFICE & DESIGN GALLERY

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Fiscal Year 2023 CANADIAN MODERN SLAVERY STATEMENT

Introduction

This statement has been published pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). Each of the reporting entities named below (together, the “Reporting Entities”) are required to submit a statement under the Act.

- **Durabuilt Windows & Doors Inc.**

Our Organization (About Us):

Durabuilt Windows & Doors Inc. is a distinguished company with a rich history spanning over 35 years. Founded as a modest one-room shop with a small team, Durabuilt has evolved into one of Western Canada's premier window and door manufacturers. Our success is rooted in our unwavering commitment to customer satisfaction and the embodiment of our core values: ownership, individual, driver, caring, and innovation.

Over the years, Durabuilt has made significant strides in the industry, continually pushing boundaries and embracing cutting-edge technologies. Despite our modern advancements, we remain devoted to upholding the timeless principles of meticulous attention to detail, unwavering quality, and exceptional craftsmanship that have been instrumental in shaping Durabuilt's legacy.

Rooted in our core values of ownership, individualism, drive, caring, and innovation, Durabuilt Windows & Doors Inc. stands as a beacon of excellence in the industry. As we continue to evolve and adapt to the ever-changing landscape, we remain steadfast in our commitment to delivering superior products, unparalleled craftsmanship, and an unwavering dedication to customer satisfaction.

Organization Structure:

It is a formal framework that defines how tasks are coordinated, divided, and supervised to achieve the organization's objectives. It establishes the relationships between different roles, departments, and levels of authority within the organization.

The hierarchy in the organization defines the level of authority and the chain of command within the organization. It depicts the reporting structure in the organization and clear line of supervision. The organization is divided into various departments such



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member

as marketing, finance, human resources, operations, etc. This facilitates a formal pathway through which the information flows within the organization, vertically and horizontally. Each department has specified duties and tasks that are assigned to individuals and teams, to ensure role clarity and avoid ambiguity.

Coordination mechanisms are processes designed to ensure that different parts of the organization work together effectively, such as committees, cross-functional teams, or liaison roles.

Number of employees – 625

Partner Organizations - Durabuilt's Supply Chain Partners are esteemed organizations providing quality products and services to Durabuilt and in turn the Canadian customers. Over 95% of our suppliers are from Canada and USA with other suppliers based out of China, Germany, and Italy.

Forced labour and child labour risks

We have zero tolerance to modern slavery and child labour and expect those in our supply chain to comply with it. Our works do not bring us into contact with children and we take the protection of others and the prevention of abuse seriously. We make sure all employees working with us meet the statutory obligation of the province's incumbents age and labour requirements. We have a presence in 3 provinces – Alberta, Saskatchewan and Manitoba and all employees are above the minimum age requirements of work.

Remediation measures

We have neither identified nor assessed any forced labour or child labour in our activities and supply chains. Nevertheless, we're committed to mitigating any potential risk moving forward.

Training

Currently, there are no formal trainings in place, but we understand that the concept of modern slavery is a difficult one for some of us to understand and that the legal requirements to deal with it are new. We will therefore provide the following training:

- Modern slavery topics will be covered during the orientation of new employees in the organisation and what to do if they wish to raise concerns.
- Any of our staff or managers who have responsibility for labour or procurement will also receive a briefing on Modern Slavery and Child Labour.

Assessing effectiveness

There are no policies in this effect currently however we will initiate dialogues with our suppliers and build questionnaires to ensure our suppliers are also aligned to our commitment towards no child labour and/or any kind of forced labour. We are also modifying our new supplier onboarding process to ensure our suppliers are not employing child labour and/or forced labour.

Approval

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 Durabuilt Windows & Doors Inc. 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.

I have the authority to bind Durabuilt Windows & Doors Inc.

A handwritten signature in black ink, appearing to be 'AR', written over a horizontal line.

Amar Randhawa
Chief Operating Officer

Date: May 24th, 2024