



## **Report on Compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act**

Prepared by: Dakeryn Industries Ltd.

Date: May 1, 2024

### Executive Summary:

This report outlines our company's compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. We recognize the importance of eradicating forced labor and child labor from supply chains and are committed to upholding ethical standards throughout our operations.

### Introduction:

The Fighting Against Forced Labour and Child Labour in Supply Chains Act, enacted in 2023, aims to prevent goods manufactured or produced with forced labor or child labor from being imported into Canada. This legislation places obligations on Canadian companies to conduct due diligence on their supply chains and report on their efforts to address these issues.

### Scope:

This Policy applies to all employees and contractors of Dakeryn Industries Ltd. and its controlled entities (collectively "Dakeryn Group"), and to any other person designated from time-to-time by Dakeryn Group as being required to comply with the Policy. We expect suppliers, business partners and other third parties to comply with this Policy.

### Compliance Overview:

Our company has taken several steps to ensure compliance with the Act:



**Supply Chain Due Diligence:** We have conducted due diligence on our supply chains to identify any potential risks of forced labor or child labor. This includes assessing our suppliers' practices and conducting site visits where necessary.

**Supplier Engagement:** We have engaged with our suppliers to communicate our expectations regarding labor standards and to encourage compliance with relevant laws and regulations.

**Policies and Procedures:** We have developed internal policies and procedures to prevent and address forced labor and child labor in our supply chains. These include reporting and addressing any violations that may occur.

**Training and Awareness:** We have provided training to our employees on the issues of forced labor and child labor, including how to identify and address these issues within our supply chains.

#### Challenges and Opportunities:

While we have made progress in ensuring compliance with the Act, we recognize that there are ongoing challenges in monitoring and enforcing labor standards throughout complex global supply chains. Moving forward, we are committed to continuing to strengthen our efforts in this area and to collaborating with industry partners, civil society organizations, and government agencies to address these challenges collectively.

#### Conclusion:

In conclusion, our company is fully committed to complying with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. We understand the importance of ethical sourcing and are dedicated to upholding the highest standards of labor rights throughout our supply chains.

#### Recommendations:

Based on our experience, we recommend that other companies subject to the Act take similar steps to conduct due diligence on their supply chains, engage with suppliers, implement robust policies and procedures, provide training to employees, and establish monitoring and remediation mechanisms to ensure compliance with labor standards.



This report reflects our ongoing commitment to transparency and accountability in our efforts to combat forced labor and child labor in supply chains. We will continue to monitor developments in this area and update our practices as necessary to remain in compliance with relevant laws and regulations.

*Approved by the Board of Directors on May 1, 2024*

Rémi LaFleche  
Director