

**Doka Canada Ltd./Ltee**  
**Financial Reporting Year: 2023**

**Report on Measures to Prevent and Reduce the Risk of Forced Labour and Child Labour**

**I. Introduction**

- **Overview of Company:** Doka Canada Ltd./Ltee is a private company. Doka is a market leader in providing innovative formwork, solutions, and services in all areas of construction. The company is also a major supplier of well-thought-out scaffolding solutions for a varied spectrum of applications.
- **Commitment Statement:** Doka Canada is committed to preventing and reducing the risk of forced labour and child labour.

**II. Company Structure, Activities, and Supply Chains**

- **Legal Structure:** Corporation
- **Organizational Structure:** Private Canadian Corporation with a sole director and sole shareholder.
- **Activities:**
  - Selling and renting goods inside or outside of Canada
  - Importing into Canada goods produced outside Canada
  - Purchase goods inside Canada
  - Assembling goods inside Canada (customized formwork)
- **Supply Chains:** Doka Canada is a subsidiary of Doka GmbH, an Austrian based company with production facilities that produce and distribute products and equipment to its subsidiaries around the world.  
Doka GmbH is Doka Canada's main supplier representing (60%) of total material purchases. The remaining materials are sourced locally in Canada (30%), as well as overseas from other countries (10%).

**III. Policies and Due Diligence Processes**

- **Policies:** All employees are required to review the Code of Conduct. [Doka Code of Conduct](#)
- **Due Diligence:** Every major supplier is required to sign and abide by our Supplier Code of Conduct which strictly prohibits forced and child labor.  
[www.umdachgroup.com/supplier-due-diligence/](http://www.umdachgroup.com/supplier-due-diligence/)

#### IV. Risk Assessment and Management

- **Risk Identification:** As documented in the Supply Chain section, 90% of our material purchases are from countries with high regulatory requirements and vigorous control mechanisms (Europe, Canada). In an abstract risk analysis, one high-risk country for child and forced labor in certain categories was identified. Although Doka Canada were not importing goods that fall under the high-risk categories, alternative suppliers, in Europe, were identified to mitigate/eliminate the risk.
- **Internal Audit:** Doka Canada regularly participates in periodic Internal Audits to identify any possible risks.
- **Risk Management:** Terminated cooperation with one supplier end of 2023 and awarded business to alternative supplier.

#### V. Remediation Measures

- **ESG Project:** Doka Canada's parent company has developed an ESG Project that is addressing the risks under this legislation including forced and child labor.
- **Forced Labour:** Doka Canada provides all employees with EAP (Employee Assistance Program) through the benefits program to aid affected employees.
- **Child Labour:** Doka Canada provides training opportunities to employees through our Learning Management System.
- **Income Loss:** Not Applicable
- **Whistle Blowing Hotline:** An anonymous channel is available for both internal and external reports including Forced labor, Child labor and Income Loss issues.
- **Internal Audit:** Doka Canada participates in Audits periodically which ensure swift steps are taken to hazardous conditions, facilitate education, and to implement systemic improvements.

#### VI. Employee Training

- **Training Programs:** Mandatory training programs exist for compliance in general.
- **Management Talk:** Employees were informed about the ESG Project developed by Doka Canada's parent company in a Management Talk dedicated to sustainability, including human rights protection.

## VII. Effectiveness Assessment

- **Assessment Methods:** The risk analysis referred to in Section IV. is going to be carried out periodically and special attention will be given to medium and high-risk countries and activities.

## IX. Additional Information

- **Codes of Conduct:**
  - Code of Conduct
    - [Doka Code of Conduct](#)
  - Supplier Code of Conduct
    - [www.umdachgroup.com/supplier-due-diligence/](http://www.umdachgroup.com/supplier-due-diligence/)

### Attestation:

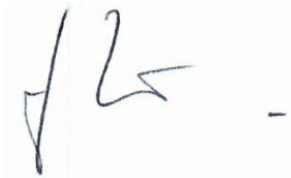
“I attest that I have reviewed the information contained in this report for Doka Canada Ltd./Ltee. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.”

**Full Name:** Mr. Paolo Zumaglini

**Title:** Director

**Date:** May 31, 2024

**Signature:**

A handwritten signature in black ink, appearing to be 'P. Zumaglini', written on a light-colored background.

“I have the authority to bind Doka Canada Ltd./Ltee.”