

Identifying information

Questions marked with an asterisk (*) are mandatory.

1. *Legal name of reporting entity

Drew Marine Netherlands B.V. (the “Company”)

2. *Financial reporting year

January 1, 2023 to December 31, 2023

3. Business number(s) (if applicable):

4. *Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction?

Yes

No

4.1 *If yes, indicate the applicable law(s). Select all that apply.

The United Kingdom’s *Modern Slavery Act 2015*

Australia’s *Modern Slavery Act 2018*

California’s *Transparency in Supply Chains Act*

Other, please specify:

5. *Which of the following categorizations applies to the entity? Select all that apply. (Required)

Listed on a stock exchange in Canada

Canadian business presence (select all that apply):

Has a place of business in Canada

Does business in Canada

Has assets in Canada

Meets size-related thresholds (select all that apply):

Has at least \$20 million in assets for at least one of its two most recent financial years

Has generated at least \$40 million in revenue for at least one of its two most recent financial years

Employs an average of at least 250 employees for at least one of its two most recent financial years

6. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply.

Agriculture, forestry, fishing and hunting

Mining, quarrying, and oil and gas extraction

Utilities

Construction

Manufacturing

Wholesale trade

Retail trade

Transportation and warehousing

Information and cultural industries

Finance and insurance

Real estate and rental and leasing

- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- Other, please specify:

7. *In which country is the entity headquartered or principally located?

The Netherlands

7.1 If in Canada: *In which province or territory is the entity headquartered or principally located?

N/A

Annual Report

Reporting for entities

1. *What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply.

- Mapping activities
- Mapping supply chains

- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Developing and implementing an action plan for addressing forced labour and/or child labour
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour
- Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour
- Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
- Developing and implementing child protection policies and processes
- Developing and implementing anti-forced labour and/or -child labour contractual clauses
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists
- Auditing suppliers
- Monitoring suppliers
- Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour
- Developing and implementing grievance mechanisms

- Developing and implementing training and awareness materials on forced labour and/or child labour
- Developing and implementing procedures to track performance in addressing forced labour and/or child labour
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour
- Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour
- Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks
- Information not available for this reporting period
- Other, please specify:

2. Please provide additional information describing the steps taken (if applicable) (1,500 character limit).

As a responsible entity, we are committed to preventing and reducing the risk that forced labour or child labour is used at any step imported into Canada by Drew Marine Netherlands BV.

To protect human rights, we address the risks of modern slavery and human trafficking throughout our operations, including the policies outlined in Question 7 and the training programs outlined in Question 16.

Drew's encourages anyone (including employees, suppliers, partners, subcontractors, clients, and community members) to report unlawful actions, unethical behaviors that violate our policies or other concerns of any nature through our Corporate Compliance process and dedicated communication protocols.

The Company continues to develop anti-forced labour and child labour contractual clauses for our suppliers and business partners which require compliance with all applicable laws and regulations and respect internationally recognized labor standards.

Drew is also a participant in the UN Global Compact.

3. *Which of the following accurately describes the entity's structure?

- Corporation
- Trust
- Partnership
- Other unincorporated organization

4. *Which of the following accurately describes the entity's activities? Select all that apply.

- Producing goods (including manufacturing, extracting, growing and processing)
 - in Canada
 - outside Canada
- Selling goods
 - in Canada
 - outside Canada
- Distributing goods
 - in Canada
 - outside Canada
- Importing into Canada goods produced outside Canada
- Controlling an entity engaged in producing, selling or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada

5. Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).

Drew produces, procures, and provisions chemicals and equipment products and services for the Marine industry globally. We also have a world class warehousing, distribution, and logistics network to ensure our products are delivered on time to our customers.

Drew sources from high quality Global Suppliers, given challenges conditions in which our customers operate. Much of our supply chain originates from North America, Western Europe and developed Asian countries.

To provide our services, the Company's supply chain primarily consists of:

- raw material suppliers and third-party contract manufacturers
- Drew operated and third party warehouses that store inventory
- freight forwarders and agents that ensure our products are delivered to customers at various ports around the world.

The Company has conducted an initial evaluation of our supply chain which did not identify suppliers that use forced or child labour.

6. *Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour?

Yes

No

6.1 *If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply.

Embedding responsible business conduct into policies and management systems

Identifying and assessing adverse impacts in operations, supply chains and business relationships

Ceasing, preventing or mitigating adverse impacts

Tracking implementation and results

- Communicating how impacts are addressed
- Providing for or cooperating in remediation when appropriate

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500 character limit).

Keeping our people up to date with their obligations to uphold the highest levels of ethical conduct is imperative to our business. By remaining vigilant and encouraging staff to actively report wrong-doing, or the suspicion of wrong-doing, we help to reinforce a strong ethical culture and our commitment to doing what is right.

The Company continues to review the risks of forced and child labour in our activities and supply chain) through in-person site audits, quarterly reviews, and contractual terms and conditions that ensure on-going.

Given our limited supply chain exposure, by using a risk-based approach in our review Drew consider the nature and location of our operations, the sectors and countries where we provide services, the type and complexity of our supply chain, and the level of control we have over our suppliers. We apply our risk management processes to identify and evaluate risks in our operations and supply chains, including risks related to forced and child labour.

8. *Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

- Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.
- Yes, we have started the process of identifying risks, but there are still gaps in our assessments.
- No, we have not started the process of identifying risks.

8.1 *If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply.

- The sector or industry it operates in

- The types of products it produces, sells, distributes or imports
- The locations of its activities, operations or factories
- The types of products it sources
- The raw materials or commodities used in its supply chains
- Tier one (direct) suppliers
- Tier two suppliers
- Tier three suppliers
- Suppliers further down the supply chain than tier three
- The use of outsourced, contracted or subcontracted labour
- The use of migrant labour
- The use of forced labour
- The use of child labour
- None of the above
- Other, please specify

9. *Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply.

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade

- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- None of the above
- Other, please specify

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).

NONE

11. *Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?

- Yes, we have taken remediation measures and will continue to identify and address any gaps in our response.
- Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
- No, we have not taken any remediation measures.
- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

11.1 *If yes, which remediation measures has the entity taken? Select all that apply.

- Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support
- Compensation for victims of forced labour or child labour and/or their families
- Actions to prevent forced labour or child labour and associated harms from reoccurring
- Grievance mechanisms
- Formal apologies
- Other, please specify.

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).

13. *Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?

- Yes, we have taken substantial remediation measures and will continue to identify and address any gaps in our response.
- Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
- No, we have not taken any remediation measures.

Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable) (1,500 character limit).

N/A

15. *Does the entity currently provide training to employees on forced labour and/or child labour?

Yes

No

15.1 *If yes, is the training mandatory?

Yes, the training is mandatory for all employees.

Yes, the training is mandatory for employees making contracting or purchasing decisions.

Yes, the training is mandatory for some employees.

No, the training is voluntary.

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).

Drew's training and awareness materials on forced labour and child labour are included in our annual ethics training that is an employment requirement. These materials cover the definition and indicators of forced labour and child labour, legal and ethical implications, requirements for prevention and reduction, and the roles and responsibilities of different actors. Drew also encourages feedback and suggestions from the participants to improve the quality and effectiveness of the materials.

17. *Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?

Yes

No

17.1 *If yes, what method does the entity use to assess its effectiveness? Select all that apply.

Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour

Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and -child labour clauses

Partnering with an external organization to conduct an independent review or audit of the organization's actions

Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators

Other, please specify.

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).

Drew have processes to ensure audit and monitoring to ensure compliance that include but not limited to participation in the UN Global Compact (signed participant), in-person site audits, quarterly reviews, and contractual terms and conditions that ensure on-going. Furthermore, Drew's +100 years in the Marine industry and intent to source from North America, Western Europe and Developed Asian countries. Last, as a supplier to the US Government (US Navy) Drew is compliant with all requirements as such.

Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") by the Board of Directors of Drew Marine Netherlands B.V..

In my capacity as a Director of Drew Marine Netherlands B.V., and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

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 the entity or entities listed above. 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.

Chad Albano
Director, Drew Marine Netherlands B.V.
May 23, 2024

Chad Albano

I have authority to bind Drew Marine Netherlands B.V.