

Forced Labour and Child Labour Report 2023

Eagle Builders LP

Introduction

Eagle Builders LP operates in the construction industry and precast concrete manufacturing industry in Western Canada. While most of our products are sourced directly from Canadian subtrades or suppliers from Canadian sourced materials, we are currently investigating increasing the sourcing of products from overseas manufacturers. Accordingly, we recognize the risks these changes in practice may have in increasing our exposure to the risks of exposure to forced labour or child labour and acknowledge that understanding and managing these risks requires a collaborative approach with our suppliers, our employees and external stakeholders.

This report outlines Eagle Builders LP existing measures undertaken in the 2023 fiscal year and planned activities to prevent and mitigate the risks.

Reporting Context

Eagle Builders LP is a provincial registered limited partnership registered in the Province of Alberta. This Report is made pursuant to the Act and was approved by the Directors of the General Partner Eagle Builders LP.

Our Structure, Businesses and Supply Chain

Eagle Builders LP operates as a limited partnership as represented by its General Partner Eagle Builders Inc. and is hereafter referred to as Eagle. Eagle undertakes construction projects throughout Western Canada usually utilizing precast concrete products produced in our facility at Blackfalds, Alberta. The supply chain includes sourcing skilled labour for construction projects and manufacturing operations in Canada, sourcing construction materials through Canadian subtrades or on occasion, other North American based suppliers. Eagle's total imports value consisted of approximately \$7 million dollars of product.



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Governance

Eagle is a closely held entity and governed by a board of directors. Responsibilities for compliance with laws and regulations are delegated to managers including finance, human resources, project management and manufacturing operations. Eagle maintains a culture of open communication between the senior management and all employees and in-house programs exist to allow feedback, suggestions and communication on areas of safety, quality control and constant and never-ending improvement. All communication submitted through the in-house programs is directed directly to senior management for review and consideration.

Understanding our Risk Exposure to Forced Labour and Child Labour

Eagle's greatest risk exposure to Forced labour and Child Labor is through suppliers and the greatest risk comes from our supplier's procuring goods in higher-risk geographies and sectors. In 2023, Eagle commenced investigating the direct importation of construction materials from Asia which was recognized as increasing our exposure risk. Accordingly, Eagle has made a commitment to establishing policies and procedures in advance of proceeding with those imports that will be put in place in 2024 including internal policies that clearly communicate the need for supplier onboarding due diligence and communication, a culture of reporting suspicious activities or actual violations and educational training for employees and managers.

Supplier Risk Mitigation

Eagle mitigates its risk of exposure to Forced Labour and Child Labour by leveraging various processes to screen and monitor suppliers and subcontractors and limiting material transactions to approved vendors. Subcontractors are required to attend annual meetings to review their processes and procedures and going forward, Eagle intends to implement policies and procedures to communicate the issue of Forced Labour and Child Labour and that will require subcontractors and suppliers to attest to having reviewed their own supply chains for potential exposure. Finally, Eagle is committed to developing policies and procedures that screens our supplier list for entities that are subject to sanctions including the CFP-Forced Labour List, UFLPA Entity List and the list of companies involved in slave labour published by the Brazil Division of Surveillance for Eradication of Slave Labour of the Ministry of Labour. Policies and procedures to be developed will include a requirement to escalate issues found to senior management.



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Prior to going forward in developing a supply chain directly with Asian suppliers, in 2023 Eagle representatives physically attended certain production facilities of potential suppliers and will attend additional production facilities in 2024. In 2023, Eagle did not identify any evidence of evidence of Forced Labour, Child Labour or loss of income to the most vulnerable families and no remediation measures were undertaken in 2023.

Training and Assessing Effectiveness

In 2023 Eagle focused on furthering an understanding of the potential risks of Forced Labour and Child Labour in our supply chain and committed to implementing policies and procedures in 2024 to mitigate the risk. Those policies and procedures will include training and awareness of all employees involved in the supply chain procurement to ensure emerging risks are identified.

Report Approval and Attestation

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 due 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 Eagle Builders LP as represented by its General Partner Eagle Builders Inc.



Dennis Haan
Director of the General Partner

Date: May 31, 2024



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