

FRAM + Slokker

Forced Labour and Child Labour Report 2023



Introduction

This constitutes the first report prepared by the FRAM + Slokker group of companies in accordance with the legal requirements of Fighting Against Forced Labour and Child Labour in Supply Chains Act. The report is a joint report filed on behalf of the following entities for the year ending December 31, 2023:

FRAM Building Group Ltd. – a corporation with an interest in the General Partnership and Limited Partnership below
Ascan Investments Corp. – a corporation with an interest in the General Partnership and Limited Partnership below
Allenbury Gardens Revitalization G.P. – a General Partnership
Fram Slokker 55 Port LP – a Limited Partnership

The FRAM + Slokker group of companies is a property development and construction firm headquartered in Mississauga Ontario. Over the decades, the firm has built over 20,000 residences ranging from landmark condominiums, luxury custom homes and exceptional single-family residences, retirement homes, student housing, plus rental homes and mixed-use commercial properties.

Supply Chain

The FRAM + Slokker group of companies endeavours to partner with suppliers, contractors, sub-contractors, agents, consultants, investors and other third parties that meet our standards and share our philosophy of ethical and environmental responsibility. Our main suppliers provide goods and services which include:

- supply and installation of construction materials
- supply of services related to the planning, development and performance of construction activities

Policies and Due Diligence

FRAM + Slokker is committed to providing a safe work environment for its employees. Our employee handbook states that there is a commitment to conduct business with honesty, integrity and in compliance with any applicable municipal, provincial and federal legislation and regulations. Our health and safety program policy book states that all contractors, sub-contractors and visitors will work in accordance with all FRAM + Slokker policies, procedures and practices in compliance with all legislative requirements. We have established a policy for the prevention of workplace violence and harassment and our labourers are paid at market rates which are above minimum wage.

Risk of Forced Labour and Child Labour

Risks in our supply chain arise from our position as a downstream purchaser from suppliers with whom we do not have full visibility into their procurement processes. We are undertaking more work to assess and manage the risk of forced and child labour in our supplier purchases.

Remediation

FRAM + Slokker has not identified any forced or child labour, therefore, no remediation action has been undertaken. We have not identified any loss of income to vulnerable families as a result of any actions taken to address forced labour and child labour in our supply chain.

Training

Employees are required to sign off on the employee handbook, which includes a code of conduct, during the onboarding process. Every employee is required to sign off on the health and safety handbook, which includes policies on workplace violence and harassment on an annual basis. The policy handbooks do not directly address forced labour and child labour but does specify that employees are required to behave in an ethical manner.

Assessing Effectiveness

The company intends to introduce policies to specifically address the risk of forced or child labour in our supplier purchases and enhance supplier contracts in this regard. Our senior management team will perform assessments on the risks in our supply chain and address identified weaknesses.

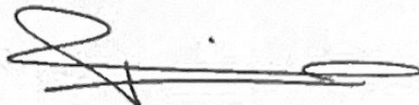
Approval and Attestation

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 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.

We have the authority to bind FRAM + Slokker's group of companies.



Frank Giannone
President of Fram Building Group Ltd
May 29 2024



Paul Michel
Secretary of Ascan Investments Corp.
May 29, 2024