

Fanchem Ltd Modern Slavery Act Reporting 2023

Business number: 10173 8409 RT0001

Introduction: As required by Bill S-211, Fanchem Ltd. hereby presents its annual report on efforts to address modern slavery and human trafficking in our operations and supply chains. Fanchem Ltd. operates in the chemical supply and transportation industries in Canada.

1. Organizational Structure: Fanchem Ltd. is a private Canadian corporation owned by a USA shareholder.

2. Policies and Commitments: Fanchem has written and implemented statements prohibiting modern slavery and human trafficking.

3. Due Diligence: Fanchem has implemented the following due diligence measures to assess and address modern slavery risks, including:

- Developed a vendor code of conduct that included adherence to child and forced labour ethics
- Assess which vendors could be higher risk
- Sent out vendor code of contact to all vendors with a spend over \$10,000CAD, for signature
- Evaluation of internal labour practices and human rights compliance.

4. Training and Capacity Building: Working to determine which employees may need further training on this issue.

5. Future Actions: Fanchem Ltd. will continue to improve policies and identify at risk vendors. We will also work to implement procedure and action plans in the case of vendors not meeting these standards.

6. Conclusion: Fanchem Ltd. remains committed to upholding the highest standards of ethical conduct and human rights, and we will continue to work diligently to prevent and combat modern slavery and human trafficking in all aspects of our business operations.

Signed:



Matt Hodgson, Vice President and General Manager

Date: May 31, 2024