



## Federal White Cement Ltd. Supply Chains Act Report

### 1. Introduction

This report (“the Report”) is the first Supply Chains Act Report submitted pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (“Act”) by Federal White Cement Ltd. (“FWC Ltd.”, “Company” or “we” or “our”). The activities described in this Report pertain to the fiscal year beginning on October 1, 2022, and ending on September 30, 2023, (“Reporting Period”).

The Report outlines the steps that Federal White Cement Ltd. has taken during the reporting period 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.

### 2. Steps Taken in the Previous Financial Year to Prevent and Reduce Risks of Forced Labour and Child Labour

At Federal White Cement Ltd., we recognize that ethical business practices and the safety and health of our employees are fundamental to the long-term sustainability of our business.

We are in the initial stages of our journey to reduce the risk of Forced Labour and Child Labour, and during the Reporting Period we had yet to take any steps to prevent and reduce the risks of Forced Labour and Child Labour in our business activities and supply chains. However, we plan to review our policies and procedures with a view to enhancing their applicability to this issue and we plan to begin supply chain mapping and a risk assessment in subsequent reporting periods.

### 3. Our Structure, Activities and Supply Chains

#### 3.1 Structure

Federal White Cement Ltd. is a privately held Corporation incorporated in British Columbia on March 29, 1976. As of September 30, 2023, the Company employed around 100 employees.

#### 3.2 Activities

Federal White Cement Ltd. is a manufacturer of white Portland cement, which operates from a state-of-the-art two-kiln facility in Canada. It established operations in 1979, and has since undergone significant modernizations in 1999, 2007, and 2018, enhancing its production capabilities while ensuring stringent quality control.

The Company distributes its products across various markets in North America through an extensive distribution network, with terminals strategically located near major cities. Additionally, it has sales representatives located throughout North America to support customer needs and enhance service delivery.



### **3.3. Supply Chains**

The Company's supply chain includes a diverse range of suppliers critical to the production of white Portland cement. Key suppliers provide essential raw materials such as limestone, gypsum and clay, which are sourced from reliable partners committed to quality and sustainability. Additionally, the Company collaborates with various logistics providers to facilitate the transportation of materials to its manufacturing facility and the distribution of finished products to its extensive network of terminals across North America. This network of suppliers and partners is integral to maintaining the efficiency and effectiveness of its operations.

### **4. Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour**

Federal White Cement Ltd. recognizes the importance of preventing Forced Labour and Child Labour in its supply chains and is dedicated to upholding the highest standards of ethical labour practices to ensure compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act. The Company has no policies specifically related to Forced Labour or Child Labour to date.

### **5. Forced Labour and Child Labour Risks**

Federal White Cement Ltd. is dedicated to conducting business in a manner that respects human rights and the well-being of all individuals involved in its supply chain. The Company recognizes the importance of ethical practices within its operational and supply chain activities.

As of now, the Company has not identified any Forced Labour or Child Labour risks in its activities or supply chain. Federal White Cement Ltd.'s commitment to Human Rights is a continuous journey, and the Company will strive for ongoing improvement.

### **6. Measures Taken to Remediate Forced Labour or Child Labour**

Federal White Cement Ltd. has not identified any instances of Forced Labour or Child Labour in its respective operations or supply chains, and as a result, the Company has not taken any measures to remediate any harms of child labour or forced labour.

### **7. Remediating the Loss of Income to the Most Vulnerable Families**

Federal White Cement Ltd. recognizes that efforts to prevent and reduce the risks of Forced Labour and Child Labour can unintentionally lead to loss of income for the most vulnerable families. To date, the Company is not aware of any instances where its risk mitigation efforts related to Forced Labour or Child Labour in its activities and supply chains have resulted in income loss for vulnerable families.

### **8. Training Provided to Employees on Forced Labour and Child Labour**

Federal White Cement Ltd. acknowledges the importance of providing its staff with the training required to support them to understand, identify and manage the risks of Forced Labour and Child Labour throughout its activities and supply chains. However, the Company has not yet developed nor



# FEDERAL WHITE CEMENT

implemented an employee training program specifically addressing the risks of Forced Labour or Child Labour to date.

## 9. Assessing Our Effectiveness

As this is the first year of reporting under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Federal White Cement Ltd. has yet to establish a framework for measuring and assessing its effectiveness in ensuring that Forced Labour and Child Labour are not being used in its activities and supply chains.

## 10. Board of Directors Approval and Attestation Statement

This Report was Approved by the Chair of the Board of Federal White Cement Ltd. pursuant to section 11(4)(b)(ii) of the Act.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Vice President of Finance and Administration, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.

I have the authority to bind Federal White Cement Ltd.

Antonio Lopes, CPA, MBA

Vice President of Finance and Administration

May 28, 2025