



## Form & Build Supply Inc. - 2023 Annual Bill S-211 Report

### Introduction

Form & Build Supply Inc. welcomes the introduction of Bill S-211, the “*Fighting Against Forced Labour and Child Labour in Supply Chains Act*”, which came into effect January 1, 2024. Form & Build Supply Inc. supports all efforts made to combat abuses to Human Rights and does not condone forced or child labour in any of its forms. This report has been prepared in compliance with Section 11 (1) of Bill S-211 and sets out the measures we have taken in our 2023 financial year to prevent and reduce the risk of Forced and Child Labour within our Supply Chain.

### About Form & Build Supply Inc.

Serving the construction industry throughout Ontario since 1975, our Corporation operates across 6 branch locations selling and distributing building materials throughout the region. In order to support this distribution of goods, part of our supply chain requires us to import goods into Canada produced outside of Canada. As an organization we are committed to ethical business practices and we seek to align ourselves with suppliers who are committed in kind.

### Action Taken

As part of our first annual reporting year we have taken the following measures:

1. Completed an initial risk assessment to identify the areas within our supply chain that pose the greatest risk.
2. Implemented an annual review to assess our effectiveness with members within our organization who have impact over our supply chain and policy management.
3. Committed to creating a platform on our company website for grievances to be heard and addressed.
4. Identified control measures that we have currently available to us to remediate any observed forced or child labour within our supply chain.
5. Identified opportunities for training within our organization and set benchmark targets for 2024.

### Policies and Processes

Form & Build Supply Inc. stands behind developing loyalty of our customers and believes that this comes from trust built in our advice, service and product offering. Part of the trust in our product offering comes from ensuring that the suppliers we align ourselves with offer not only the best products but do so ethically. We are committed to ensuring that there are always products available to meet the needs of our customers and that should any concern be raised with any one of our suppliers it will not prevent our ability to provide quality alternatives.

Form & Build Supply Inc. is also committed to maintaining lasting supplier relations and recognizes that some concerns raised may allow for remediation through a cooperative approach. Where possible Form & Build Supply Inc. will seek to utilize this cooperative approach first. Where this approach does not allow for adequate resolve we are committed to ceasing relations with the suppliers who are found engaging in forced or child labour practices.



### Recognizing Risk

Based on our initial risk assessment it was determined that country risk has a significant impact on our supply chain. While the majority of our yearly spend occurs within North America, we do recognize the geographic risk associated with suppliers from countries known to have higher rates of forced or child labour. We continue to monitor these relationships closely to ensure our commitment to ethical business practices can always be met.

### Measures Taken To Remediate

In our 2023 financial year Form & Build Supply Inc. did not observe any instances of forced or child labour within our supply chain. Our 2023 annual review began by defining our internal processes for how ethical concerns raised within our supply chain will be managed. These preparedness efforts were accompanied by recognizing the need to create a forum for hearing concerns within our supply chain. With the posting of our first annual report to our company website, we have committed to creating a mechanism for anyone with a concern regarding our supply chain to contact us directly. Any concern raised through this forum will be investigated to our fullest ability and remediation will be administered in line with our internal processes.

### Training and Raising Awareness

As part of our first annual reporting year we evaluated and identified the members of our organization that play a key role within our supply chain. As part of our 2024 commitment we have set the benchmark goal to provide training on Modern Slavery for all members of our team responsible for making contracting and purchasing decisions.

### Measuring effectiveness

We are committed to our annual review process and recognize that measuring our effectiveness is an ongoing process. Each year we will meet to discuss the outcomes of the previous year and roadmap opportunities within our policies and procedures to continue to address gaps in our approach.

### Attestation & Sign Off

This report has been prepared for all subsidiaries operating under the consolidated income statement of Form & Build Supply Inc. While our individual subsidiaries do not meet the threshold requirements for reporting the statements contained within this report apply to all locations operating under the name Form & Build Supply Inc.

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.

A handwritten signature in black ink, appearing to read 'William Ross', is written over a horizontal line.

William Ross - General Manager

I have the Authority to bind Form & Build Supply Inc.

May 31, 2024

Date