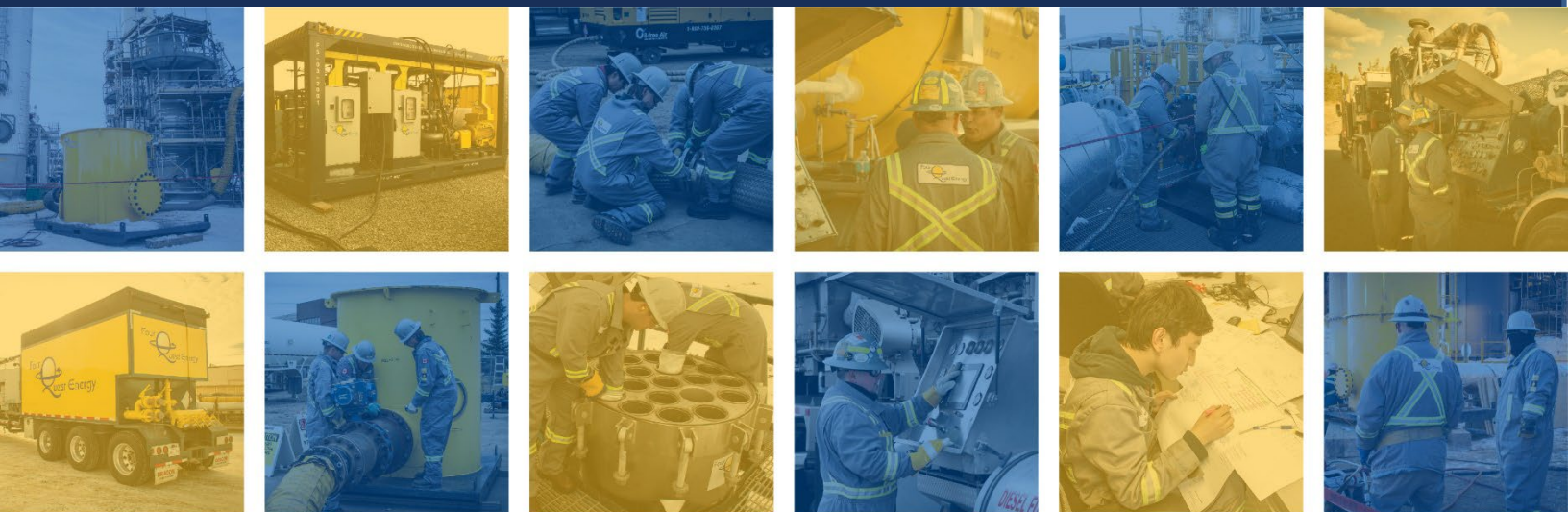


2023 Report

FourQuest Energy

Fighting Against Forced Labour and Child Labour in Supply Chains Act, 2023



*To be the leaders in the energy industry by providing quality and excellence
in our services backed up by solid and innovative engineering.*



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Introduction

FourQuest Energy Inc. (“FQE” or FourQuest), a Canadian Controlled Private Corporation, submits this report pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act, 2023* (also known as the “**Modern Slavery Act**”). This report covers the period beginning January 1, 2023, and ending December 31, 2023, and relates specifically to FQE’s operations in Canada.

Entity Description – Structure and Operations

FourQuest is incorporated in the province of Alberta and headquartered in Edmonton.

FourQuest has been providing an integrated services platform to the energy industry since 2008, helping our clients achieve safe plant startup, and efficient maintenance and shutdown servicing events through our detailed engineering and expert field execution.

We are a global provider of turnkey pre-commissioning, commissioning, industrial cleaning and maintenance services.

It is our company philosophy to embrace and promote a culture where health, safety, and environmental management are integral components of every workday. Service quality is front and center in all aspects of our business; we take pride in providing safe, quality services to the energy industry and focusing on the needs of our clients.

FourQuest Energy (FQE) is an ISO 9001:2015 certified Company.

FourQuest Energy Global Operations

FourQuest Energy currently has operations in the following regions:

- Canada (Headquarters)
- Middle East, Africa, Caspian
- South Korea
- United States
- Mexico
- United Kingdom & Europe
- Brazil

Steps to Prevent and Reduce the Risks of Forced Labour and Child Labour in 2023

In summary, FourQuest Energy introduced and implemented the following measures during the reporting period to prevent and reduce the risks of forced labour and child labour in our supply chain.

- Adopted and implemented a corporate policy of no forced labour and no child labour in supply chains.
- Initiated the development of an Annual Supplier Compliance and Approval process with regards to forced labour and forced child labour.
- Initiated the development of anti-forced labour and anti-child labour contractual clauses
- Met with relevant employees to review and sensitize those individuals on the requirements of the Modern Slavery Act.
- Reviewed current policies on employee conduct, revised as necessary and communicate those changes to all relevant employees.

Supply Chains

Our supply chain activities are predominantly located in North America and Europe, with approximately 95% of supply chain spend sourced from suppliers within North America and Europe. The remaining 5% of supply chain activities are located in the countries of our operations. Supply chain inputs include chemicals, equipment and parts sourced from approved suppliers operating within North America and Continental Europe.

Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

Policies

Pursuant to the Forced labour and Child Labour in Supply Chains Act 2023 FourQuest Energy has implemented a policy on Forced labour and Child Labour. The Policy states that FourQuest energy is against all forms of forced labour and child labour in its supply chain activities and will use its best endeavours through its due diligence process and supplier reporting requirements to ensure that forced labour and child labour are avoided in the supply of goods and services that FourQuest Energy procure from its suppliers or it provides to its customers.

The objective of the Policy is:

To ensure FourQuest Energy has controls in place to prevent modern slavery and child labour from occurring within the organization and within its supply chain. This includes supplier/sub-contractor assessments, interviews, and periodic audits and periodic audits of FourQuest Energy operations to identify modern slavery and child labour risks.

The key principles of the policy are:

- Assess the risk and monitor our suppliers appropriately to make sure they meet our Supplier Code of Business Conduct expectations.
- Ensure our customers meet our Responsible Business Assessment standards.
- Conduct due diligence and monitor our agents and joint venture partners to make sure they meet our Code of Business Conduct's expectations.
- Report any concerns, breaches, or suspected modern slavery occurrences to senior management without fear of retaliation.
- Follow FourQuest Energy policies and procedures.

In addition to the Modern Slavery and Child Labour Policy, the following policies guide FourQuest Energy's commitment to ensuring ethical and responsible business conduct:

Policy	Overview	Scope
FQE-QMS-GL-PO-006 Anti Bribery-Ant Corruption	FourQuest Energy Inc. is committed to conducting its business with the highest degree of ethics. This Policy applies to FourQuest Energy Inc. and all of its affiliates and is binding on all directors, officer, employees, independent contractors and agents of FourQuest Energy Inc. and their affiliates (collectively "FourQuest") regardless of where they reside or where they conduct business.	The Anti Bribery-Ant Corruption policy applies to all employees, agents, contractors, and all persons who act for and on behalf of FQE.
FQE-QMS-GL-PO-012 Open Door Policy	The essence of FourQuest Energy's Open Door Policy is open communication in an environment of trust and mutual respect that creates a solid foundation for collaboration, growth, high performance, and success across FourQuest Energy. This means, literally, that every manager's door is open to every employee.	The open-door policy applies to all FQE employees, contractors, supplier and other stakeholders in areas where we conduct business.
FQE-QMS-GL-PO-019 Workplace Harassment Violence Policy Directive	FourQuest Energy is committed to maintaining a violence and harassment free workplace and believes in the prevention of violence and harassment by promoting a safe and discrimination free work environment in which all people respect one another and work together to achieve common goals. All company employees are trained in recognizing signs of violence and harassment and are aware that such committed by or against any worker or member of the public is unacceptable conduct and will not be tolerated.	The Workplace Harassment and Violence policy applies to all FQE employees in areas where we conduct business.
FQE-QMS-GL-PO-033 Supplier Code of Business Conduct	This Code applies to all suppliers of FourQuest Energy Inc. including service providers, contractors, consultants, manufacturers, fabricators, distributors, vendors or any entity that provides FourQuest Energy with goods or services (collectively "suppliers"). These principles are not replacements or substitutes for the Code of Business Conduct & Ethics or applicable laws, nor do they amend contractual obligations.	The Anti Bribery-Ant Corruption policy applies to all employees, agents, contractors, and all persons who act for and on behalf of FQE.
FQE-QMS-GL-PO-035 FQE Code of Business Conduct	FourQuest Energy employees shall comply with applicable laws and regulations of the jurisdictions in which they do business including protection of personal information, intellectual property, and data and who conduct business ethically with integrity. FourQuest Energy encourages employees to conduct business activities in a manner that upholds FourQuest Energy's values and reputation and the Code of Business Conduct & Ethics.	The Anti Bribery-Ant Corruption policy applies to all employees, agents, contractors, and all persons who act for and on behalf of FQE.

Oversight and Due Diligence

As a privately owned organization, FourQuest Energy's senior management team reviews all corporate policies and makes recommendations prior to final approval and implementation.

Pursuant to our internal governance processes all relevant policies are reviewed annually for compliance and effectiveness and updated as required under the guidance of the senior management team.

Introduction of anti-forced labour and anti-child labour contractual clauses

FourQuest Energy has developed contractual language, which shall be introduced into agreements and contracts with counterparties. FourQuest Energy's standard Terms and Conditions are being updated to incorporate a clause on anti-forced labour and anti-child labour. Once approved by legal counsel the updated Terms and Conditions shall be issued to the relevant parties as part of the annual supplier assessment and compliance process.

The process shall require all suppliers to respond to assessment questions including: (i) confirmation of their understanding of the requirements of the modern slavery laws applicable in Canada, (ii) adoption and implementation of the Modern Slavery Act within their business operations, and (iii) whether there has been an instance of modern slavey or forced labour in their supply chain over the past fiscal year. Upon completion FourQuest Energy requires suppliers to certify and return the completed assessment form. FourQuest Energy shall review responses received for non-compliance/exceptions, which are then reviewed with the supplier, including assurances on steps taken to address any non-conformances or exceptions. Supplier assessments are documented on form. (Ref. FQE-QMS-FO-006 Vendor Assessment Questionnaire)

FourQuest Energy did not identify any instances of non-compliance or the presence of forced labour or child labour in any of its business dealings for the 2023 reporting period.

Supply Chains that Carry a Risk of Forced Labour and Child Labour and Mitigation and Remediation Measures in FourQuest Energy's Business

Based on current assessments, FourQuest has not identified any areas of its business or supply chains that carry a risk of forced labour and/or child labour. Given that over 95% of our suppliers are in North America and Europe, we view FourQuest's overall exposure to the risk of forced labour and child labour to be minimal. However, FourQuest Energy shall continually monitor this exposure through its due diligence and annual supplier certification process.

FourQuest wholeheartedly supports and encourages its employees, contractors, suppliers and other stakeholders to voice any concerns regarding our business conduct through our Open-Door policy, by mail (or other means of delivery) addressed to the Director-Global Health, Safety, Environmental and Training.

Training on Forced Labour and Child Labour

Subsequent to the introduction of the Forced Labour and Child Labour Act FourQuest Energy senior management reviewed the requirements for training and has developed training for all relevant employees to introduce them to the new Act, its requirements and implementation within our business. This training presentation shall be delivered to all mid-level and senior level employees by the Director-Global HSE, Quality and Training during fiscal year 2024. Attendees shall include but not be limited to the General Manager, Engineering Manager, Operation's Manager, Commercial Manager.

Assessment of Effectiveness of Implementation Measures

Given that the Forced Labour and Child Labour Act is in its first year, the effectiveness of the implementation measures introduced by FQE will be assessed in subsequent years.

Approval and Attestation

Approval

This report was approved by the board of directors of FourQuest Energy Inc. on xxx xx, 2024, pursuant to section 11(4)(a) of the Modern Slavery Act.

Attestation

In accordance with the act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for FourQuest Energy Inc. Based in 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 purpose of the Act for the reporting year listed above.

Name: Nik Grgic

Title: President

Date: May 31st, 2024

Signature: 

I have the authority to bind FourQuest Energy Inc.