

GFI Solutions Ltd.

Fighting Forced Labour and Child Labour in Supply Chains
Bill S-211 Annual Reporting



Reporting Year: 2023

About This Report



This report has been prepared By GFI Solutions Ltd. pursuant to Canada's new Fighting Against Forced Labour and Child Labour in Supply Chains Act.

The report provides an overview of GFI Solutions Ltd.'s supply chain evaluation efforts for the financial year ending on December 31, 2023.

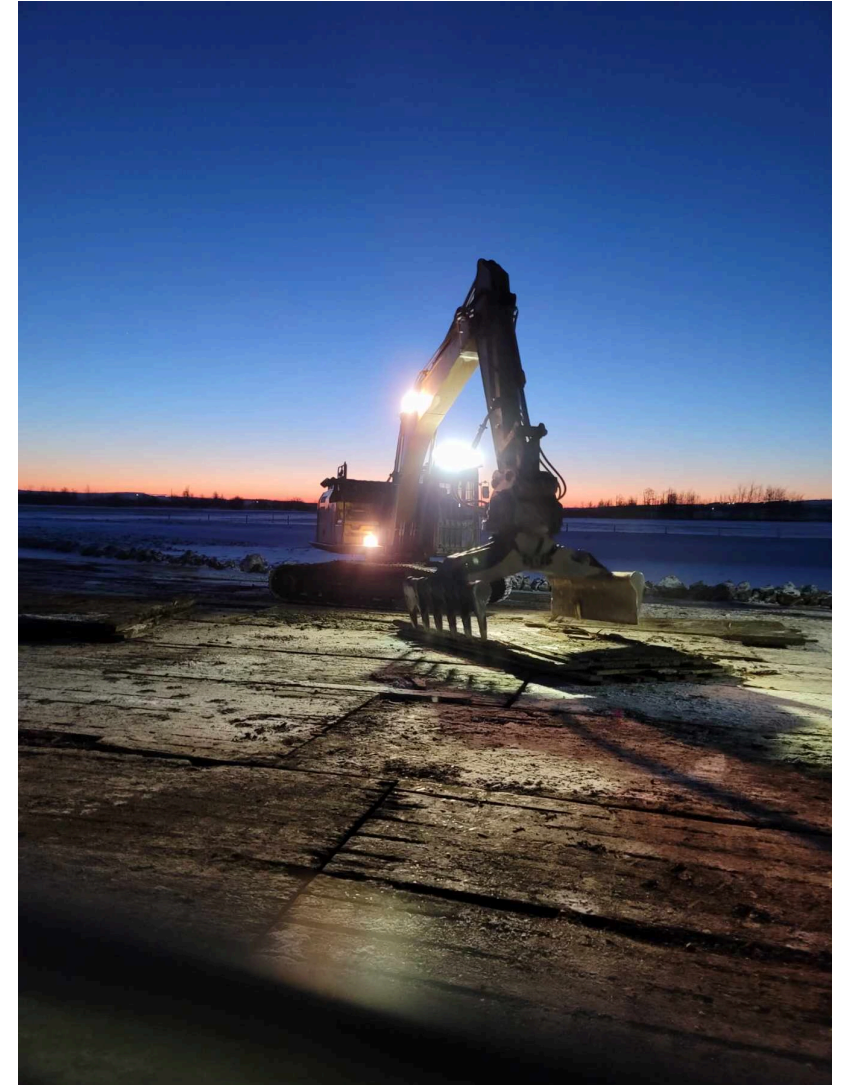
The report outlines our organizations ongoing commitment to preventing and addressing forced labour and child labour within our supply chain and highlights the year-to-date initiatives undertaken in this regard.

Company Structure

GFI Solutions Ltd. is a Canadian company incorporated under the Business Corporations Act. GFI Solutions Ltd. is headquartered in Whitecourt, Alberta and is a leading provider of access matting solutions, specializing in the distribution, installation, and removal of high-quality access mats for various industries.

Established in 2017, GFI Solutions Ltd. quickly gained recognition for its innovative products, exceptional service, and commitment to safety and environmental sustainability. With operations based out of Alberta and a full-time team of 20 employees, GFI Solutions Ltd. serves clients across the region and Western Canada, offering reliable access solutions for projects of all sizes and complexities.

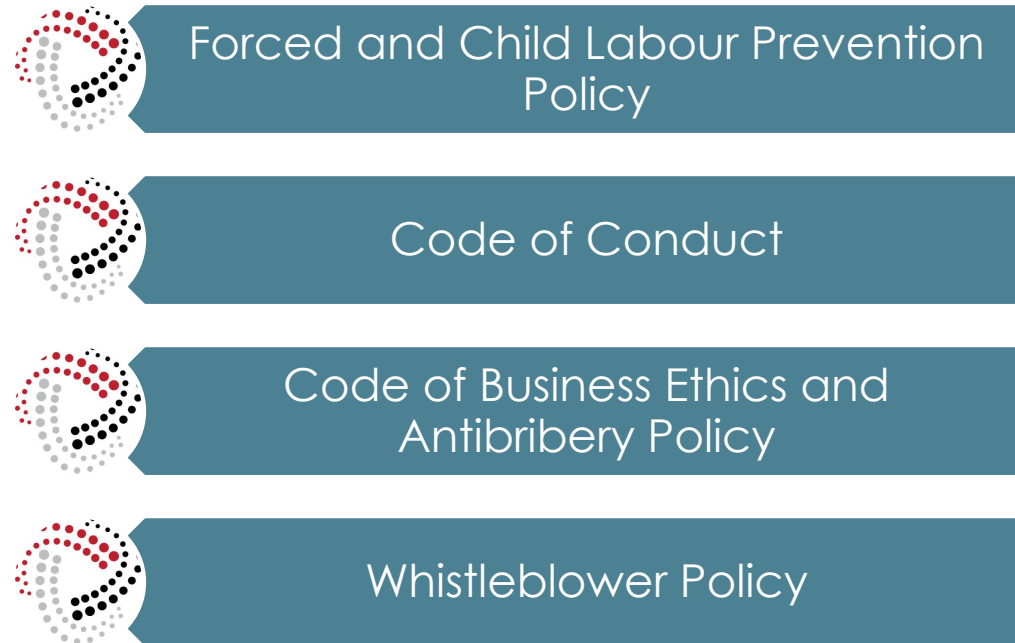
Although GFI Solutions Ltd. does not generally produce goods, we do distribute and import goods in Canada as part of our operations and supply chain.



Our Policies

Through our Policies, we communicate the core values that define GFI Solutions Ltd. We are dedicated to maintaining a work environment free from forced and child labour, not only within our organization but also throughout our supply chain.

To uphold these principles, we have implemented the following policies:



These policies reflect our commitment to ethical practices, transparency, and accountability in our operations.

Excerpt from GFI Solutions Ltd. Code of Business Ethics and Antibribery Policy:

Our reputation is built on the following core values:

- ❑ **Integrity** - We ensure our business activities are ethical and meet the expectations of our clients, personnel, and stakeholders
- ❑ **Accountability** - Our business operations are performed in an open, honest, and responsible manner
- ❑ **Respect** - We treat our clients, personnel, and stakeholders in a civil and dutiful manner
- ❑ **Citizenship** - We conduct ourselves in a respectful, ethical, safe, and legal manner
- ❑ **Stability** - We are committed and invested in the long term
- ❑ **Purposeful** - We are purposeful in the planning and execution of our business

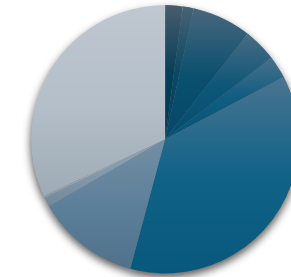
Supply Chain and Risk Management

GFI Solutions Ltd. recognizes that Canadian supply chains are often complex and interconnected, involving multiple tiers of suppliers and contractors, both domestically and internationally. Identifying and mitigating the risk of forced labour across these supply chains requires collaboration, information sharing, and coordination among stakeholders at various levels.

GFI Solutions Ltd. has done a complete assessment of the over 200 suppliers utilized in 2023. These suppliers provided services primarily for access mat, equipment, washing, and transportation solutions. Of the suppliers assessed, 98.4% of suppliers were Canadian, 1.6% were from the United States of America, and there were no direct global suppliers. As a result of this initial assessment, we believe the risk of modern slavery in the operations of our direct suppliers to be low.

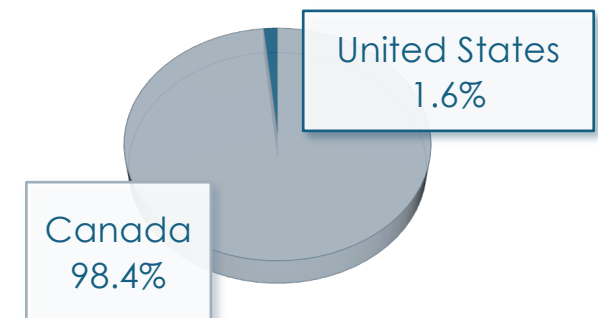
GFI Solutions Ltd. recognizes that the risks of forced labour and child labour may vary and increase through our suppliers' supply chains, depending on the industry and countries in which their suppliers operate. GFI Solutions Ltd. is prepared to demand corrective action from suppliers if modern slavery concerns are identified.

Supplier Industry



- Administration
- Advertising and Promotions
- Equipment
- Fuel
- Maintenance and Supplies
- Mat Purchase
- Mat Washing
- Operations
- Safety
- Transportation

Geographic Source



Due Diligence

GFI Solutions Ltd. believes effective due diligence includes regular audits, and strategic partnerships with organizations dedicated to combating forced and child labour.

GFI Solutions Ltd. has set clear policies and expectations for suppliers and has conducted risk assessments on our supply chain. Taking these steps not only helps in complying with legal requirements and international standards but also reinforces our company's commitment to ethical business practices. Ultimately, diligent efforts to eliminate forced and child labour protect the company's reputation, foster consumer trust, and contribute to the global movement towards a more just and humane economy.

Remediation and Corrective Action

During the mapping of our suppliers and evaluation of the risks of forced labour or child labour in our organization's activities and supply chain, GFI Solutions Ltd. has largely concentrated on identifying the operations, geographical scope, and supply chain of our suppliers. As our processes did not reveal any evidence of forced labour or child labour, we did not implement any remediation measures for the 2023 year.

GFI Solutions Ltd. will continue to monitor and assess our suppliers on an annual basis and may, in the future, enhance our program to further identify measurable key performance indicators that we can monitor systematically.

Training

Ensuring that all management and personnel are trained on the issues of forced and child labour is crucial in fostering an ethical and socially responsible business environment. GFI Solutions Ltd. has begun training and will continue to provide mentorship and training in relation to our ESG Program and the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This comprehensive training helps in raising awareness about the severe human rights violations and legal repercussions associated with such practices. Educated employees are better equipped to identify and address potential risks within the supply chain, ensuring compliance with international labour standards and laws.


GFI Solutions Ltd. believes in instilling a culture of ethical decision-making at every level of the organization as it strengthens the company's reputation and aligns its operations with global sustainability goals. By prioritizing ethical considerations, businesses not only protect vulnerable populations but also enhance their long-term viability and stakeholder trust. Training programs empower staff to make informed, ethical decisions that reflect the company's commitment to human rights, fostering a workplace where integrity and responsibility are paramount.

Report Approval and Attestation

This report has been approved by the Board of Directors of GFI Solutions Ltd for the reporting year of 2023.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in this 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 Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

Signed,



Cory Masse
Chief Operating Officer

May 2024



Jeremy Minshull
Chief Executive Officer



I have authority to bind the company