



# CAHILL GROUP

JOINT REPORT PURSUANT TO THE FIGHTING AGAINST  
FORCED LABOUR AND CHILD LABOUR IN SUPPLY  
CHAINS ACT

MAY 30, 2024



## JOINT REPORT FOR THE FINANCIAL YEAR ENDED MAY 31, 2023

This joint report is made pursuant to Canada's [\*Fighting Against Forced Labour and Child Labour in Supply Chains Act\*](#) ["the Act"], formerly known as Bill S-211. This report outlines the approach and initiatives by Cahill Group ["Cahill"] to address the risks of forced labour and child labour in our business operations and supply chains during the financial year commencing June 1, 2022, and ending May 31, 2023.

Cahill supports the goals of the Act and takes seriously our responsibility to promote sustainable business and labour practices. Cahill is committed to respecting human rights and ensuring our supply chains are free from forced labour, child labour, and any form of modern slavery.

### MISSION, VALUES, AND GUIDING PRINCIPLES

Cahill's mission, "To build strong, sustainable communities through best-in-class projects" demonstrates our endearing commitment to sustainability.

Our core values of "People, Progress, and Integrity" are at the root of every decision. Being fair and ethical, being a great partner and employer, and being transparent and respectful to the communities in which we work are essential to Cahill.

Cahill's Guiding Principles further demonstrate our commitment to treating people fairly, honestly, and respectfully. Cahill understands that of everything it builds, the most important is a lasting legacy, so we builds with the future in mind.

- Be a good citizen.
- Build with the future in mind.
- Remember where we came from.
- Embrace an entrepreneurial spirit
- Take care of people.
- Cahill is a way, not an office

### STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

The Cahill Group is one of the largest multi-disciplinary construction companies in Canada. Founded in 1953 with its head office located in St. John's, NL, it has operations throughout Canada.

This report is being submitted based on consolidated financial statements of the following entities in the Cahill Group, which meet the reporting criteria set out in the Act: G.J. Cahill & Company (1979) Ltd., Cahill-Lindsay Partnership, Marco/Cahill Mental Health Partnership, Cahill Fabrication Structural Limited, Cahill Industrial Limited, Cahill Constructors Limited, Makwa-Cahill GP Inc., Makwa-Cahill Limited Partnership, Atlantica Mechanical Contractors Inc., Lynk Electric Limited, Rawdon Technologies Limited, Iskueteu, a Limited Partnership, Canadian Process Services Inc., North Eastern Constructors Ltd.

Cahill primarily operates in the provinces of NL, NS, NB, Ontario, Saskatchewan, Alberta, and BC. The company does not produce goods in Canada, but does engage in both direct and indirect procurement of goods and services to support its operations. The majority of the company's business is related to construction labour and purchasing of goods and services from domestic suppliers. There is a minimal amount of goods imported into Canada from international sources, and most imports are from the USA. Cahill has approximately 2400 companies on its corporate supplier list.

## POLICIES AND DUE DILIGENCE PROCESSES

In January of 2016, Cahill implemented a Business Conduct & Ethics Standard ["BCES"], STD-HR-003 that is based on our core values of People, Progress, and Integrity. The BCES addresses the standards of conduct expected of all Cahill employees, contractors, suppliers, agents, and managers. It also applies to anyone who conducts business on behalf of the Cahill Group and who may represent the views of interests of Cahill. Every employee must recognize and adhere to the BCES. The standard of conduct forms part of Cahill's operational culture.

As part of its Supplier onboarding process, Cahill requires our suppliers to comply with our BCES. This allows Cahill to monitor for compliance by way of verifications, which can include documentation submission, audits or site visits.

## RISKS IN SUPPLY CHAIN

Cahill acknowledges that no industry can be assumed to be entirely free of forced labour and child labour risks and is aware of the need to identify risks in our supply chains. Through internal assessments, Cahill has identified that its imports during the reporting period were predominately from the United States of America, with a very minimal amount from foreign jurisdictions directly. However, Cahill does recognize that the potential for these risks do exist in certain categories of goods that its downstream suppliers procure from foreign jurisdictions with a history of known or suspected forced and child labour violations, such as electronics, garments (e.g. for PPE), and safety gloves.

Potential risks in Cahill's supply chain also include:

- Procurement of goods from foreign sources
- Procurement of goods/services from unapproved sources, who have not agreed to comply with our Business Conduct and Ethics Standard

## ACTIONS TAKEN

Cahill has policies in place to mitigate the potential risks identified above.

- Supplier onboarding questionnaires which requires suppliers to attest to having read and operate in compliance with Cahill's Business Conduct & Ethics Standard (BCES)
- Suppliers are monitored and audited in accordance with internal procedures

Cahill's procurement process is highly selective and only reputable suppliers are selected. Cahill monitors its suppliers throughout the term of the contractual agreements. Any



compliance or performance issues are captured in Cahill's Quality Incident reporting system and are addressed directly with supplier(s) as they occur.

During the reporting period there were no incident(s) reported related to forced labour nor child labour.

## REMEDIATION

As no issues of forced/child labour were found, no remediation measures were required.

## TRAINING

Cahill requires ALL new & existing employees review and comply with our Business Conduct & Ethics Standard, STD-HR-003. All supervisors & Managers have a duty to inform employees of the BCES.

## EFFECTIVENESS ASSESSMENT

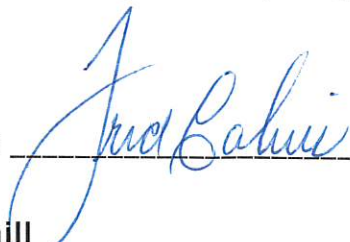
To assess the effectiveness of the foregoing measures, Cahill engages in a process of continuous improvement which includes, but is not limited to, periodic reviews of its corporate policies and procedures to determine whether updates are warranted to ensure sustainable and ethical supply chains. Specifically, elements of the BCES Standard are monitored and reviewed during our Senior Management, HR, QHSE, and Supply Chain Meetings, including policy compliance and review. Demonstrated by the update of its BCES Standard in Dec 2021 and again in April 2022.

## APPROVAL & ATTESTATION

This report was approved for publication on the date listed below.

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 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.

Signature: \_\_\_\_\_



**Fred Cahill**

President & Chief Executive Officer, Cahill Group  
I have the authority to bind the legal entities listed above.

May 30, 2024