

Corporate Policy on Forced and Child Labor

Groupe Pro-Fab Inc.

Structure, activities and supply chain

Groupe Pro-Fab Inc. is the parent company of Guildcrest Building Corporation, Structures Héritage inc., Thermo Structure Inc. and Construction Germat Inc. All company activities are in manufacturing and construction of housing solutions. Our products are purchased from Canadian based suppliers.

Policy statement

Groupe Pro-Fab Inc. is committed to conducting its business in an ethical and responsible manner. We firmly oppose forced labor and child labor in any form and in any part of our operations or supply chain. This policy outlines our commitment to preventing and eliminating forced and child labor and our expectations for our employees, contractors, suppliers, and partners.

Scope

This policy applies to all employees of Groupe Pro-Fab Inc., as well as contractors, suppliers, and business partners involved in the production and delivery of our products and services.

Policy principles

Forced labor: Groupe Pro-Fab Inc. will not tolerate any form of forced or compulsory labor. All employment must be voluntary, and employees must have the right to terminate their employment with reasonable notice.

Child labor: We prohibit the employment of any person below the legal minimum age for employment. We are committed to complying with all applicable laws and regulations regarding the minimum age for employment.

Working conditions: We are committed to providing safe and healthy working conditions for all employees. All work must be conducted in compliance with applicable health and safety standards.

Supply chain: We expect our suppliers and contractors to adhere to the same standards regarding forced and child labor. We will work with our suppliers to ensure they understand and comply with this policy.

Training and awareness

Training: ProFab is committed to raising awareness among employees and stakeholders about the risks of forced labor and child labor and their responsibilities in upholding this policy. Training programs will be developed and implemented to ensure that employees understand the importance of compliance and know how to identify and address potential violations.

Monitoring and compliance: We will conduct audits and assessments of our operations and supply chain to monitor compliance with this policy. Non-compliance will be addressed promptly and appropriate corrective actions will be taken.

Reporting mechanism: Employees, contractors, suppliers, and partners are encouraged to report any concerns or violations of this policy through our confidential reporting mechanism. Retaliation against anyone who reports in good faith will not be tolerated.

Supplier engagement: We will engage with our suppliers to encourage them to adopt and adhere to similar policies against forced and child labor.

Consequences of non-Compliance

Violation of this policy may result in disciplinary action, up to and including termination of employment or contract. We reserve the right to sever ties with suppliers or partners who do not comply with this policy.

Review and update

This policy will be reviewed yearly to ensure its effectiveness and relevance. Updates may be made as necessary to reflect changes in laws, regulations, or our business practices.

Conclusion

Groupe Pro-Fab Inc. is committed to upholding the highest standards of ethical conduct in all aspects of our business. We believe that by adhering to this policy, we can contribute to the well-being of our employees, communities, and stakeholders while maintaining the trust and respect of our customers and partners.

Approval

This policy has been approved by the Executive Management Team of Groupe Pro-Fab Inc.

Signature: 
Martin Roy (May 29, 2024 12:01 EDT)

Date: 29/05/2024

Martin Roy, CEO

I have authority to bind the company.

Contact Information

For questions or concerns regarding this policy, please contact:

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