



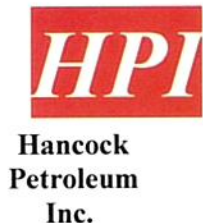
**Hancock  
Petroleum  
Inc.**

**HANCOCK PETROLEUM INC.**  
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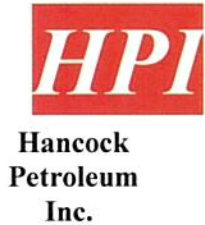
## Introduction

This report has been jointly prepared by Hancock Petroleum Inc. (Business Number: 882627714), and Girard Bulk Service Ltd. (Business Number: 116480369) (collectively named "Hancock", "The entity") in compliance with Section 11 of Bill S-211 for the financial year ending August 31, 2023. Hancock qualifies as a Reporting Entity under the Act, having a place of business in Canada, engaging in business activities within Canada, and meeting the specified thresholds for revenue and assets, as well as for importing and distributing goods.

Hancock is committed to maintaining the highest standards of honesty and integrity in all its business operations. In accordance with Bill S-211, this report outlines the measures implemented by Hancock over the previous financial year to mitigate risks associated with forced and child labour in its business framework. This report also details initiatives that speak to the commitment of Hancock to expand its risk management practices related to forced and child labour.

Hancock believes that "service is what disassociates yourself from the competition", a belief that has defined what we do every day. Our staff is an integral part of our company, all of whom are dedicated professionals offering superior service to our many valued customers.

Forced labour and child labour is contrary to our statement of purpose, vision, and values, therefore Hancock does not endorse any human trafficking and modern slavery within its organization or any organization with whom it conducts business with.



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## 1. Structure, Activities and Supply Chain

Hancock is a supplier of bulk fuels, lubricants, methanol, and chemicals delivering to farm, commercial and oilfield locations. Our fleet consists of state-of-the-art units capable of handling any size of order from 300 gallons to complete Super B loads.

To classify the sectors within the supply chain and related activities of Hancock, the North American Industry Classification System (NAICS) Canada 2022 Version 1.0 was used to classify the sectors. Sectors within Hancock's supply chain include:

- 41 – Wholesale Trade
  - 4121 – Petroleum and petroleum products merchant wholesalers
    - 412110 – Petroleum and petroleum products merchant wholesalers
- 44 – Retail trade
  - 4471 - Gasoline stations
    - 447190 - Other gasoline stations

## 2. Policies and Processes in Relation to Forced and Child Labour

For the previous reporting year, there were no policies which specifically focused on child and forced labour.

However, Hancock would like to highlight the fact that we maintain a code of conduct that outlines ethical standards and expectations for our employees and vendors. Honesty and due diligence are the fundamental pillars of our supply chain principles and ethics.

### 3. Identification of Forced and Child Labour Risk

To understand where in the supply chain forced or child labour risks may exist, Hancock recently carried out a risk assessment process. This process was guided by insights provided by the Walk Free Global Slavery Index, the OECD Due Diligence Guidance for Responsible Business Conduct, and by the US Department of labour's List of Goods produced by Child Labour or Forced Labour.

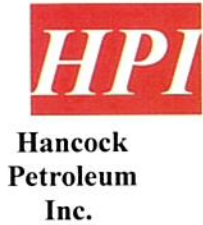
Our risk identification exercise does not presuppose the actual use of forced or child labour within our operations or supply chains, rather, it is aimed at recognizing potential scenarios where such risks might arise, thereby further enabling us to implement effective preventative measures. Our assessment acknowledges that no industry is entirely exempt from the risks of forced and child labour and there are inherent vulnerabilities within certain sectors of our supply chain, particularly in regions where regulatory frameworks and enforcement mechanisms might not be robust.

Our analysis considered specific geographic regions that, according to the Walk Free Global Slavery Index and other credible sources, present a higher risk of forced and child labour practices. This geographic risk assessment, was combined with an assessment of at-risk-goods categories, further enabling us to apply a targeted lens to our risk assessment.

#### **Risk Assessment Findings**

Through the analysis, Hancock has identified that all direct suppliers, also known as tier-1 suppliers, in its supply chain are based in Canada, a country that is widely accepted as having low prevalence of slavery.

Hancock also considered the data from the US Department of labour's List of Goods Produced by Child Labour or Forced Labour. This is an important step in isolating specific goods from our import portfolio, or our suppliers' import portfolio that may be susceptible to forced or child labour. By considering this data against the products that Hancock procures, no products have been found to have been associated with countries with a heightened prevalence of risk.



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Overall, the findings from our risk assessment suggest that there is minimal exposure to forced and child labour risks within the supply chain in the context of overall expenditures. Hancock would also like to highlight the highly technical and specialized nature of the petroleum industry, which would itself pose a barrier to the employment of child labour.

#### 4. Remediation of Forced and Child Labour

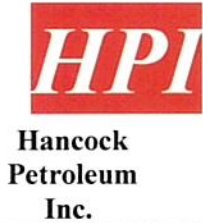
After a thorough audit of our supply chain, Hancock has not found any instances of forced and child labour in the previous fiscal year.

#### 5. Remediation of Loss of Income

After a thorough audit of our supply chain, Hancock has not found any instances of forced and child labour in the previous fiscal year, and hence, have not identified any vulnerable families which may have experienced a loss of income.

#### 6. Employee Training

Currently there is no training that is given to the employees of Hancock that focuses on forced or child labour. However, Hancock has established a comprehensive employee training and onboarding framework. Utilizing the Work Hub training platform, all training courses are available online for employees. The training repository also contains all the necessary policies and checklists, and can be accessed anytime by all the staff.



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## 7. Assessing Effectiveness

Hancock is not able to determine current effectiveness of measures to assess and manage our risk of forced or child labour for the last reporting period as we did not have policies and procedures to assess its effectiveness in preventing forced or child labour within our operations and supply chains.

We conduct annual follow-ups with our suppliers to ensure compliance with Workers Compensation Board (WCB) requirements, including obtaining WCB clearance letters and verifying current, active certificates of insurance. Additionally, Hancock maintains a Certification of Recognition through Energy Safety Canada and Motor Safety Association certifications.

Hancock is committed to continuous improvement on this subject to ensure transparency and accountability in our supply chain operations.



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8. Approval and Attestation of the Report

In accordance with the requirements of the Act, and in particular Section 11, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable due 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.

Full Name: Jason E Hancock

Title: President

Date: May 30, 2024

Signature: 

"I have the authority to bind Hancock Petroleum Inc. and Girard Bulk Service Ltd."