

**Hancor of Canada's report pursuant to the
*Fighting Against Forced Labour and Child Labour in Supply Chains
Act***

Identifying information

1. Legal name of reporting entity

Hancor of Canada Inc.

2. Financial reporting year

Fiscal year ended March 31, 2024.

3. Business number(s) (if applicable):

869131649

4. Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction?

- Yes
- No

5. Which of the following categorizations applies to the entity? Select all that apply. (Required)

- Listed on a stock exchange in Canada
- Canadian business presence (select all that apply):
 - Has a place of business in Canada
 - Does business in Canada
 - Has assets in Canada
- Meets size-related thresholds (select all that apply):
 - Has at least \$20 million in assets for at least one of its two most recent financial years
 - Has generated at least \$40 million in revenue for at least one of its two most recent financial years
 - Employs an average of at least 250 employees for at least one of its two most recent financial years

6. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply.

- Agriculture, forestry, fishing and hunting

- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- Other, please specify:

7. In which country is the entity headquartered or principally located?

Canada

7.1 If in Canada: *In which province or territory is the entity headquartered or principally located?

Ontario

Annual Report

1. What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply.

- Mapping activities
- Mapping supply chains
- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Developing and implementing an action plan for addressing forced labour and/or child labour
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour
- Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour
- Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
- Developing and implementing child protection policies and processes
- Developing and implementing anti-forced labour and/or -child labour contractual clauses
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists
- Auditing suppliers
- Monitoring suppliers
- Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour
- Developing and implementing grievance mechanisms
- Developing and implementing training and awareness materials on forced labour and/or child labour
- Developing and implementing procedures to track performance in addressing forced labour and/or child labour
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour
- Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour

- Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks
- Information not available for this reporting period
- Other, please specify:

2. Please provide additional information describing the steps taken (if applicable).

For the fiscal year ended March 31, 2024, the company has begun to include a provision in agreements with suppliers requiring compliance with the company's Supplier Code of Conduct. The company's Supplier Code of Conduct, states, in relevant part:

Zero Tolerance for Forced Labor + Child Labor

Suppliers must not benefit directly or indirectly from human trafficking, forced, involuntary, or slave labor. Suppliers must not participate in or work with companies that use slave labor. Discovered human trafficking and forced labor should be reported, and handled, by Suppliers in accordance with all applicable laws and regulations, including, without limitation, all applicable local laws and regulations.

Suppliers must not engage in or support child labor practices. All employees or contracted labor must meet the greater of (1) the minimum age standards set forth in the UN Global Compact's Ten Principles and (2) the minimum age requirements set by applicable law.

3. Which of the following accurately describes the entity's structure?

- Corporation
- Trust
- Partnership
- Other unincorporated organization

4. Which of the following accurately describes the entity's activities? Select all that apply.

- Producing goods (including manufacturing, extracting, growing and processing)
 - in Canada
 - outside Canada
- Selling goods
 - in Canada
 - outside Canada
- Distributing goods
 - in Canada
 - outside Canada
- Importing into Canada goods produced outside Canada

- Controlling an entity engaged in producing, selling or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada

5. Please provide additional information on the entity's structure, activities and supply chains.

Hancor of Canada develops, produces and markets state-of-the-art products and services that help solve storm water management and sanitary sewer challenges. Our supply chains primarily consist of providers of components for these products.

6. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour?

- Yes
- No

6.1 If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply.

- Embedding responsible business conduct into policies and management systems
- Identifying and assessing adverse impacts in operations, supply chains and business relationships
- Ceasing, preventing or mitigating adverse impacts
- Tracking implementation and results
- Communicating how impacts are addressed
- Providing for or cooperating in remediation when appropriate

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable).

The company's Supplier Code of Conduct, states, in relevant part:

Zero Tolerance for Forced Labor + Child Labor

Suppliers must not benefit directly or indirectly from human trafficking, forced, involuntary, or slave labor. Suppliers must not participate in or work with companies that use slave labor. Discovered human trafficking and forced labor should be reported, and handled, by Suppliers in accordance with all applicable laws and regulations, including, without limitation, all applicable local laws and regulations.

Suppliers must not engage in or support child labor practices. All employees or contracted labor must meet the greater of (1) the minimum age standards set

forth in the UN Global Compact's Ten Principles and (2) the minimum age requirements set by applicable law.

Also, in addition to our Supplier Code of Conduct covering forced and child labor, we have a Third Party Code of Conduct that, in its Support Human Rights section, addresses forced and child labor. The Third Party Code of Conduct can be found [here](#).

8. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

- Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.
- Yes, we have started the process of identifying risks, but there are still gaps in our assessments.
- No, we have not started the process of identifying risks.

9. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply.

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- None of the above
- Other, please specify

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well

as the steps that the entity has taken to assess and manage that risk (if applicable).

N/A

11. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?

- Yes, we have taken remediation measures and will continue to identify and address any gaps in our response.
- Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
- No, we have not taken any remediation measures.
- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable).

N/A

13. Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?

- Yes, we have taken substantial remediation measures and will continue to identify and address any gaps in our response.
- Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
- No, we have not taken any remediation measures.
- Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable).

N/A

15. Does the entity currently provide training to employees on forced labour and/or child labour?

- Yes
- No

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable).

N/A

17. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?

- Yes
- No

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable).

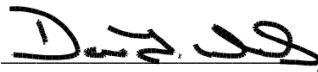
N/A

Attestation by Hancor of Canada Inc. Board of Directors

The Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Hancor of Canada Inc.

In my capacity as a Director of Hancor of Canada Inc., and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

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 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 Act, for the reporting year listed above.



David Weeks
Director of Hancor of Canada Inc.

Date of Signature
May 31, 2024

I have the authority to bind Hancor of Canada Inc.