

May 31, 2025

1. Introduction

High Strength Plates and Profiles Inc. (hereinafter referred to “HSPP”), is an Ontario corporation founded in 1985 with the business number 893082297RC0001. This report is for the financial year from January 1, 2024 to December 31, 2024.

HSPP has 127 employees in total with three (3) separate locations: Lively, Mississauga (Head Office), and Thorold all in Ontario.

2. Which of the following categories apply to the entity?

HSPP has three (3) locations in Ontario. HSPP purchases from suppliers in Canada and imports goods from Austria, Belgium, China (Jiangsu and Jiangxi provinces), France, Germany, Japan, Sweden, and the United States. Between its three (3) locations combined, HSPP has at least 20 million in assets for at least one of its two most recent financial years, and has generated at least 40 million in revenue for at least one of its two most recent financial years.

3. In which of the following sectors or industries does the entity operate?

HSPP is in the manufacturing sector of Ontario. HSPP is a steel plate service center with processing capabilities. Processing services include cutting via laser, plasma and oxyfuel, beveling, forming, machining, and basic welding per customer requirements.

4. How did the entity measure their risk of forced labour and child labour?

Each year, HSPP conducts an internal risk assessment on all its major suppliers. This internal risk assessment evaluates supplier risks (country the supplier is located in is a factor), describes the risks, and outlines HSPP’s actions to minimize the risk of having suppliers contravene any forced labour and/or child labour laws or policies. This internal risk assessment also rates each supplier on a scale of 1 – 10 (1 being a low risk and 10 being a very high risk) for both the probability and severity of breaching our policies on forced labour and child labour.

In addition, all of HSPP’s suppliers have read and signed our policies against forced labour and child labour, as well as our supplier code of conduct, a record of which is kept by the company.

At the time of this report, HSPP has not identified any parts of its activities and supply chains that carry a risk of forced labour or child labour.

5. How does the entity recognize forced labour and child labour has been breached?

HSPP has identified a select group of employees who are required to be trained on forced labour and child labour. These employees are in the following positions, Accounting, Health and Safety,

Human Resources, Purchasing, and our General Managers of each branch. The mandatory training consists of reading and understanding HSPP's forced labour and child labour policies as posted on our website, as well as our supplier code of conduct. All purchasers are aware, if they are to work with a new major supplier an internal risk assessment must be performed.

HSPP considers a major supplier to be a steel mill, and or any vendor with which there is an exchange of goods and services exceeding a million dollars.

6. How does the entity plan to remediate forced labour and child labour if found in their supply chain?

HSPP is prepared to cut a major supplier out of their supply chain if they find evidence of forced labour and child labour. Our supplier code of conduct which is signed by all suppliers states this action will be taken.

7. Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of President attest that I have reviewed the information contained in the report on behalf of the governing body of High Strength Plates & Profiles Inc. 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 within this report.



Jason Brock
President

I have the authority to bind High Strength Plates & Profiles Inc.

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