



## Report on Forced Labor in Supply Chains

### Reporting Entity:

**Legal Name:** Hoskin Scientific Limited and its Affiliate Companies (Hoskin Scientific Ltd, Avensys Solutions Inc., CTH Industrial Controls Ltd., Buchan Instruments Inc.)

**Financial Reporting Year:** January 1, 2023 to December 31, 2023

**Business Numbers:** 743312498

**Reporting Obligations in Other Jurisdictions:** Not Applicable

**Entity Categorization According to the Act:** Distribution Business

**Sector/Industry:** Testing and Monitoring Instrumentation

**Location:** Offices in Vancouver, Edmonton, Oakville, Montreal

### Introduction:

Hoskin Scientific and its affiliate companies are suppliers of testing and monitoring instrumentation, catering primarily to the Canadian market. With a strong presence across various regions in Canada, including Vancouver, Edmonton, Oakville, and Montreal, we offer local sales and technical expertise for a wide range of products, rentals, and services. Our primary focus areas encompass Environmental Monitoring, Geotechnical & Materials Testing, and Test & Measurement Instrumentation. As distributors, our vendors hail from the USA, UK, Japan, and select nations in Western Europe.

Steps Taken to Prevent and Reduce Risks of Forced Labor and Child Labor:

### Challenges in Supply Chains:

Given the complexity of modern supply chains, especially in the context of global sourcing and distribution, Hoskin Scientific recognizes the importance of addressing forced labor and child labor.

In compliance with Requirement (a) of the Act, Hoskin Scientific and its affiliate companies have in place a valid legal structure, organizational framework, business activities, and supply chains. As corporations operating within



the testing and monitoring instrumentation sector, our entities are organized under Canadian corporate law, with each entity holding its distinct legal registration. The organizational structure encompasses various departments, including sales, technical support, logistics, and administration, facilitated by a defined chain of command to ensure efficient operations. Our organizational mandate revolves around supplying high-quality testing and monitoring instrumentation to primarily the Canadian market, with a commitment to excellence and ethical business practices. Presently, our entities collectively employ 175 individuals, within Canada, to support our diverse range of activities. In addition to our internal workforce, we collaborate with partner organizations and may hold memberships in industry groups to foster collaboration and knowledge exchange. Our activities span across the distribution, and servicing of products, including the final delivery of products to customers. Our supply chain extends to include direct suppliers and service providers, with an emphasis on transparency and responsible sourcing practices. Furthermore, we continuously develop an understanding for the mitigation of risks associated with forced labor or child labor.

#### **Policies and Due Diligence Processes:**

By following the OECD Due Diligence Guidance for Responsible Business Conduct, the company aims that its policies cover all aspects of identifying, assessing, preventing, and mitigating adverse impacts related to forced labor and child labor.

#### **Risk Assessment and Management:**

A key aspect of Hoskin Scientific's approach is gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily. Addressing practices in the organization's activities that may increase the risk of forced labour and/or child labour.

#### **Remediation Measures:**

In cases where instances of forced labor or child labor are identified, Hoskin Scientific will implement appropriate remediation measures. These may include working closely with suppliers to rectify violations, providing support to affected individuals or communities, and ensuring that substantive outcomes are achieved to counteract any adverse impacts. There have been no identified situations to date.

#### **Training and Awareness:**

Recognizing the importance of employee awareness and engagement, Hoskin Scientific aims to provide comprehensive training programs covering forced labor and child labor issues. By offering both internal and external training resources, the company will ensure that employees at all levels understand their roles and responsibilities in upholding ethical standards and complying with legal obligations.

#### **Continuous Improvement:**



Hoskin Scientific Group is committed to continuous improvement in its efforts to prevent and reduce risks of forced labor and child labor. This involves regular review and update of policies and processes, ongoing monitoring and evaluation of effectiveness, and active engagement with stakeholders to solicit feedback and drive positive change.

**Conclusion:**

In conclusion, Hoskin Scientific and its affiliate companies demonstrate a strong commitment to ethical business practices and corporate responsibility to uphold the principles of human rights, promote sustainable development, and contribute positively to the well-being of society.

**Compliance and Enforcement:**

As a responsible corporate entity, Hoskin Scientific acknowledges its legal obligations under the Act and affirms its commitment to compliance and transparency. The company understands that the information provided in this report may be subject to verification at any time, and it remains fully accountable for its actions in preventing and mitigating risks of forced labor and child labor.

**Additional Considerations:**

Hoskin Scientific and its affiliate companies may consider collaborating with industry associations, NGOs, and other stakeholders to share best practices and address common challenges related to forced labor and child labor.

By adopting a holistic approach to addressing forced labor and child labor risks, Hoskin Scientific and its affiliate companies can serve as leaders in promoting ethical practices and driving positive change in our business community.

Regards,

A handwritten signature in black ink, appearing to read "S. Amendola", is positioned below the "Regards," text.

**Sam Amendola**  
**CFO**  
**Hoskin Scientific Ltd.**