



## 2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

### Introduction

This report has been prepared by Husby Forest Products Ltd. (**Husby**) in response to the requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the **Act**) for our financial year ending December 31, 2023.

### Organizational structure, activities, and supply chain

Husby is a privately-owned forestry company incorporated under the *Canada Business Corporations Act*. Our head office is in Delta, British Columbia. We employ approximately 40 workers, including unionized workers who are represented by the United Steelworkers, Local 1-1937. Our principal business activity involves the production of coastal British Columbia logs and lumber for sale to Canadian and global markets. We own forest and timber licenses on the coast of British Columbia, with our main operations located in Haida Gwaii.

Husby is committed to enabling a sustainable social and economic environment. We follow the rules and standards of the Sustainable Forestry Initiative (SFI), including through consultation and collaboration with Indigenous communities and others impacted by the forestry industry. We are a member of the Western Canada SFI Implementation Committee, which is comprised of the BC and Prairie Regional Committees.

To support our production operations, we purchase logging machinery, equipment, and parts from equipment dealers and distributors in Canada. We occasionally import machinery, equipment and parts from manufacturers and dealers in the United States. Our machinery, equipment and parts are manufactured by well-known equipment manufacturers located in Canada and the United States.

### Steps to prevent and reduce the risks of forced labour and child labour

As the producer of raw materials (logs and lumber), Husby's approach to reducing and preventing the risks of forced labour or child labour focuses on ensuring safe and compliant workplace practices in our operations. We adopt policies and processes to comply with applicable laws relating to the human rights, labour rights and health and safety of our workers.

We source equipment, machinery, and parts from reputable equipment dealers and distributors in Canada and the United States. We rely on these suppliers and the manufacturers to establish policies and due diligence processes to prevent and remediate the risks of forced labour and child labour.

### Policies and due diligence processes

Our approach to preventing and reducing the risk of forced labour and child labour in our operations is to comply with Canadian regulations relating to the human rights, labour relations, and health and safety of workers. Our workplace is subject to the terms of the collective agreement negotiated with the union representing our workers.

Our Sustainable Forestry Management & Environmental Policy affirms our commitment to responsible stewardship of the forest and the environment throughout our operations. In conducting our business, we



are committed to meeting or exceeding all applicable environmental and social laws, regulations, policies, and other pertinent requirements.

Given the safety-sensitive nature of our operations, we are particularly focused on the health and safety of our work sites. Husby has established health and safety programs for our operations to ensure compliance with applicable health and safety regulations and WorkSafeBC policies. We conduct onsite safety meetings, including a safety orientation course for our new hires. We also provide our workers with a copy of our safety handbook, as well as necessary first aid and personal protective equipment. We encourage workers to report unsafe working conditions. Our health and safety policies and procedures apply to all permanent and contract workers in our sites and facilities. We verify the age of our employees, to ensure that we are not hiring anyone below the minimum working age requirements and that they are legally authorized to work in Canada.

All decisions made with respect to the procurement of goods are made by our senior management team. We have established long-standing relationships with our equipment dealers and distributors. We rely on our distributors and the manufacturers of our equipment, machinery and parts to respect the workers in their operations and extended supply chains.

### **Forced labour and child labour risk**

To date, we have not identified any risks of forced labour and child labour in our operations. Our logging operations are carried out by a unionized workforce, and we comply with Canadian laws protecting the rights of workers. We do not hire workers under the age of 18 and we verify that our workers are legally authorized to work in Canada.

Our equipment and supplies are sourced from manufacturers located in Canada and the United States. We are not aware of any identified risks in the operations of these manufacturers and rely on these suppliers to implement policies and due diligence processes to prevent and remediate the use of forced labour and child labour in their operations and supply chains. We do not yet have visibility over the extended supply chain (such as the raw goods used to produce equipment, machinery and parts).

### **Remediation measures and remediation of loss of income**

To date, we have not received any complaints or identified risks relating to forced labour or child labour in our operations or supply chain and, accordingly, we have not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

### **Employee training**

As required by British Columbia laws, we provide training to our workers to identify unsafe working conditions, prevent harassment and workplace violence, assess workplace hazards and carry out their work safely and in accordance with applicable standards. We have not developed training for our employees that specifically addresses the risks of forced labour or child labour in our supply chains.

### **Assessing effectiveness**

Our management team is responsible for assessing workplace safety in our operations and ensuring continuous improvement to protect the workers in our operations. We have not developed specific programs to assess the effectiveness of our approach to the risks of forced labour and child labour in our supply chains.



## Approval and attestation

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.

Dated in the City of Delta, British Columbia, this 28 day of May, 2024.



Joe Morreau, President

I have the authority to bind Husby Forest Products Ltd.