

Purpose

This report has been prepared for Janco Steel LTD, business number 102578556, ("Janco Steel") for the 2023 financial year for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9. (the "Act").

Organizational Structure, Activities, and Supply Chains

Janco Steel is a steel processing company operating in the manufacturing sector, with locations in Stoney Creek and Wellesley Township, Ontario that employ over 300 people.

Janco Steel buys steel coils from steel mills and other suppliers that are primarily located in Canada but in some instances located in countries including: the United States, Taiwan, Turkey, Sweden, South Korea, and Egypt. It then processes these materials into steel products that are sold in Canada and the United States. Janco Steel is also aware the origins of some material bought from vendors includes Belgium, China, France, Germany, and India.

The company currently employs 300 people.

Policies and Due Diligence Processes

Janco Steel maintains workplace policies to help ensure there is no forced or child labour in its own workforce. This includes procedures that prohibit hiring local employees who are below the legal working age and maintaining an hours of work policies that is consistent with the *Ontario Employment Standards Act, 2000*. In addition, Janco Steel requires any onsite contractors to attest to their compliance with all applicable employment laws.

Steps Taken in Prior Financial Year

Janco Steel did not take other steps specific to the prevention of forced or child labour but is exploring what additional steps may be appropriate.

Forced Labour and Child Labour Risks

Moving forward, Janco Steel will be working to identify specific risks of forced labour and child labour that may exist in its supply chain.

Remediation Measures

Janco Steel has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.



Remediation of Loss of Income

Janco Steel has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any income remediation measures.

Training Provided to Employees

In 2023, Janco Steel did not provide training to its employees specific to forced labour or child labour. Janco Steel is in the process of assessing what forced labour and child labour-related training may be appropriate.

Effectiveness Assessment

Janco Steel does not currently have specific policies and procedures in place to assesses its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, it will be assessing what measures may be appropriate in the future.

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 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.

IN WITNESS WHEREOF the authorized signing officer(s) of Janco Steel Ltd. have executed this report as of the effective date of the signature set out below.

SIGNED

May 7th 9 2024
Date

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JANCO STEEL LTD.

Per: 

Name: Allan Schutten

Title: President

I have authority to bind Janco Steel Ltd.