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LEITNER-POMA OF AMERICA, INC.

***Fighting Against Forced Labour and Child Labour in
Supply Chains Act, SC 2023, c 9***

Annual Report for
Leitner-Poma of America, Inc.

May 31, 2024

1. Background on Leitner-Poma of America, Inc.

Leitner-Poma of America, Inc. (Leitner-Poma) submits this report pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act).

Leitner-Poma is a corporation incorporated in 1981. It is headquartered in the United States of America but does business in Canada. Its financial year end is January 31. This report is intended to cover Leitner-Poma's most recent financial year from February 1, 2023 to January 31, 2024 (the Reporting Period).

During the Reporting Period, Leitner-Poma familiarized itself with the Act and considered the information required to ensure compliance. Leitner-Poma did not take any specific actions in the Reporting Period to prevent and reduce the risk that forced labour or child labour is used in its business or its supply chains.

a. *Structure*

Leitner-Poma is a corporation incorporated in Colorado. It has various subsidiaries, one of which is a Canadian subsidiary through which it provides construction services to customers of its products. To clarify, Leitner-Poma's Canadian subsidiary is not an entity as defined in the Act.

Leitner-Poma has approximately 200 employees across the organization.

b. *Activities*

Leitner-Poma operates in the construction and manufacturing industries. It manufactures, sells, installs and maintains ropeway transportation systems globally. Its customers are mainly operators of commercial recreational properties.

c. *Supply Chains*

Leitner-Poma's supply chain consists of over 500 active global suppliers (primarily in North America, Europe and Asia) that provide raw materials, finished goods and services to Leitner-Poma. Our suppliers play a key role in our ability to live up to our sustainability commitments and attain our environmental, social and governance goals. To that end, we focus on working with suppliers who:

- Strive to be leaders in their industries
- Are willing to uphold our core values of Safety, Integrity, Respect, Inclusion and High Performance
- Adhere to key policies and procedures (including those outlined in this report)
- Share our commitment to the highest standard of business conduct

2. Our Policies and Due Diligence Processes

Leitner-Poma has developed the following policies that relate to the prevention of forced labour and child labour:

- A Code of Conduct;
- An Employment Code; and
- An Occupational Health and Safety Code

(the Policies).

The Policies are organizational documents that Leitner-Poma works to comply with in its business conduct and dealings, in addition to its relationships with employees and suppliers.

3. Assessed Risk in our Business and Supply Chains

Leitner-Poma did not perform an assessment in the Reporting Period of its business and supply chains to determine the risk of forced labour or child labour being used. As such, Leitner-Poma did not consider how to best manage the risk of forced labour or child labour being used.

4. Measures Taken by Leitner-Poma

Leitner-Poma did not take any remediation measures in the Reporting Period related to forced labour or child labour. It did not identify any instances of forced labour or child labour in its business or supply chains.

5. Employee Training

Leitner-Poma did not provide training to its employees in the Reporting Period on forced labour or child labour.

6. Assessment of Effectiveness

Leitner-Poma did not assess in the Reporting Period its effectiveness in ensuring that forced labour or child labour are not being used in its business or supply chains.

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.



Print name: Daren Cole

Title: President/COO

I have the authority to bind Leitner-Poma.