



## **Forced labour in Canadian supply chains Report**

This report meets the requirements of the Act (Bill S-211, An Act to enact An Act to combat forced labour and child labour in supply chains and to amend the Customs Tariff.) for the reporting entity, Ben-Mor Cables Inc. during the fiscal year from September 1, 2022, to August 30, 2023. This is not a revised report, and we have no obligation to report in other jurisdictions.

The entity, Ben-Mor Cables Inc. is a manufacturing company specializing in hoisting systems. It has a commercial presence in five Canadian provinces and meets all the criteria that define an entity under the Act.

### **A. Structure, activities and supply chains**

Ben-Mor Cables Inc. is a Canada-wide company that has been serving its North American customers for over 30 years, specializing in the manufacture and distribution of wire rope, chain, chain accessories, assembled rope, coated rope, synthetic slings, chain slings, cable slings and cables for the aerospace market. Ben-Mor Cables Inc. sources most of its products from Canada, the United States and Asia. Headquartered in Saint-Hyacinthe, Quebec, Canada, the company has several departments: purchasing, finance, human resources, sales, management and quality. These are centralized and manage operations for plants in Ontario, Saskatchewan, Calgary, Manitoba and Quebec. A total of 250 employees across Canada.

### **B. Due Diligence policies and processes relating to forced labour and child labour**

At present, the company does not have formal policies and due diligence processes in place regarding forced labour and/or child labour. Over the next few years, we will be working to consolidate our informal responsible business conduct policies.

**C. The parts of its business or supply chains that involve a risk of forced or child labour, and the measures it has taken to assess and manage the risk**

We have begun the process of identifying risks, but there are still gaps in our assessments. Our assessments of the risk of forced or child labour have focused on our supply chain, in particular our tier-two and tier-three suppliers.

In previous years, the measures taken were mainly at the level of our Tier 1 suppliers, to develop close collaboration and a trusting business relationship. Thanks to our visits to Asia and the United States, we were able to make suppliers aware of the risk of forced or child labour at their own suppliers, and to evaluate their procedures. However, no such visits took place during the year under review.

**D. All the measures it has taken to remedy any use of forced labour or child labour**

We have not identified any forced or child labour in our operations or supply chains during the financial year under review.

**E. The measures it has taken to address the loss of income for the most vulnerable families caused by any measures to eliminate the use of forced or child labour in its operations and supply chains.**

We have identified no loss of income for vulnerable families as a result of measures taken to eliminate the use of forced or child labour in our operations and supply chains.

**F. Employee training on forced labour and child labour**

Training is currently being developed to meet the requirements of the law. It will be mandatory training for employees in the management, retail and industrial sales and purchasing departments. The format has yet to be determined.



**G. La How it assesses the effectiveness of its efforts to avoid the use of forced labour or child labour in its commercial and supply chains**

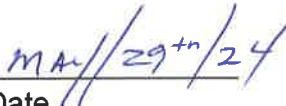
Our organization does not currently have policies and procedures to measure and monitor our success in preventing and reducing the risks of forced labour and child labour in our operations and supply chains.

**Attestation**

In accordance with the requirements of the Act, and in particular section 11 thereof, I certify that I have reviewed the information contained in the Report for the entity or entities listed above. To the best of my knowledge and having exercised due diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year referred to above.

I have the authority to bind Ben-Mor Cables Inc.

  
\_\_\_\_\_  
Benoit Frappier  
President

  
\_\_\_\_\_  
Date