



Sealing, Insulating, Soundproofing

In any shape, in any way

REPORT ON MODERN-DAY SLAVERY

Les Industries Pro-Tac Inc.

YEAR ENDED JULY 31, 2023

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Integrate **Knowledge**
and Flexible **Solutions**



INTRODUCTION

Pro-tac Industries Inc. is distinguished by its strong corporate values and commitment to the ethical treatment of all employees and partners in all its activities. These policies and processes are essential to ensuring an ethical and responsible supply chain.

This report is intended to satisfy the reporting obligations of Pro-tac Industries Inc. under the Canadian Forced Labour and Child Labour in the Supply Chain Act (S.C. 2023, c. 9) (the "Act").

This report covers all entities under the same control as Pro-tac Industries Inc.

ABOUT PRO-TAC

Pro-tac Industries Inc. specializes in the manufacture and distribution of insulation, soundproofing, trim and sealing products. Pro-tac Industries Inc. transforms raw materials (foams, rubber, glues, etc.) according to customer specifications in a variety of sectors: recreational, transportation, ventilation, bus, industrial, construction, etc.

POLICIES

We integrate responsible practices into all our operations, ensuring respect for human rights and the fight against forced and child labor.

Third parties who do business with Pro-tac Industries Inc. including suppliers and other business partners, are expected to conduct themselves according to the same high standards of integrity, by adhering to the company's Supplier Code of Conduct. This document addresses important issues such as child labor, compensation, hours of work and abuse, and clearly states Pro-tac Industries Inc.'s position on child labor and forced or compulsory labor.



We regularly assess the potential impact of our activities on workers' rights, particularly with regard to forced labor and child labor.

Supplier Evaluation: All new suppliers are subject to a due diligence process. We have external auditors on site to monitor our policies.

Continuous control: Ongoing monitoring of suppliers to ensure compliance with ethical and legal standards.

We closely monitor the implementation of our policies through internal audits and regular reporting. Any non-compliance is communicated to stakeholders, and remedial measures are planned and implemented.

RISK ASSESSMENT AND MANAGEMENT

We identify potential risks of forced labor and child labor in our operations and supply chains, particularly in high-risk sectors and regions.

Supplier Audits: Regular supplier audits to assess risks.

Strict Policies: Strict policies against child labor and forced labor.

CORRECTIVE MEASURES

In the event of non-compliance, we define immediate corrective measures to remedy the situation.

To date, we have not identified any cases of forced or child labor. However, corrective measures are ready to be implemented if necessary. Entities controlled by Pro-tac Industries Inc. apply the same policies and corrective measures.

We are committed to supporting vulnerable families affected by our corrective actions, including financial compensation and social support.



EVALUATION OF COMPANY EFFICIENCY

We regularly assess the effectiveness of our policies through audits and performance reports. The results of our evaluations show general compliance with our policies, with no identified cases of forced or child labor.

Pro-tac Industries Inc. takes the fair and respectful treatment of all employees in our operations and supply chains very seriously. We work only with reputable suppliers and ensure that all comply with applicable laws and regulations. Our ongoing efforts are aimed at ensuring an ethical and safe working environment for all members of our organization and our business partners.

APPROVAL

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, certify that I have examined the information contained in the report for the entities listed above. To the best of my knowledge and after reasonable verification, I certify that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reference year mentioned above.

I make the above declaration in my capacity as Director of the Board of Directors of Pro-tac Industries Inc. for and on behalf of the Board of Directors of Pro-tac Industries Inc.

I am authorized to make contractual decisions for Les Industries Pro-tac Inc.

Lucie Bourque

Lucie Bourque

Vice-President Administration - Human Resources, Les Industries Pro-Tac Inc. May 22, 2024