

Forced Labour and Child Labour Statement for the Year Ending December 31, 2023

Joint Statement for LOGISTEC Corporation and its Entities NIEDNER Inc., FER-PAL Construction Ltd. and Les Terminaux Rideau Bulk Terminals Inc.

LOGISTEC Corporation (“LOGISTEC”) believes forced labour and child labour or any form of modern slavery constitutes a serious violation of human rights and it will not tolerate any form of forced labour or child labour in its organization or in its supply chain. This type of exploitation is contrary to our values as well as to our commitment to respecting the rights of our workforce.

This statement relates to the financial year ending 31.12.2023 describing LOGISTEC’s approach to assessing and addressing the risk of forced labour and child labour in connection with our business and supply chains. It is published by LOGISTEC and its subsidiaries in compliance with *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the “Act”) and addresses the measures taken to prevent forced labour and child labour in its supply chain. We have chosen to file a joint report for all our entities.

This Statement has been approved by the Board of Directors.

We have set expectations for how our business is conducted in accordance with our vision and values, which are firmly established in our Code of Ethics and Business Conduct (the “Code”), which can be found on our company’s website. In addition, we have established an anonymous reporting service allowing for reporting of breaches of the Code if one suspects that someone has contravened the Code.

LOGISTEC’s Structure

LOGISTEC is based in Montréal, Québec. It is the holding company of over 70 different companies, mostly wholly owned. LOGISTEC is a leading marine and environmental service provider and employs approximately 3,700 people across North America. It has two main business segments. Our subsidiary, LOGISTEC Marine Services Inc. (“LMS”) located in Montréal, Québec, through its subsidiaries, provides specialized services to the marine community and industrial companies in bulk, break-bulk and container cargo handling in 60 ports and 90 terminals. LOGISTEC’s second subsidiary, LOGISTEC Environmental Services Inc. (“LES”) located in Montréal, Québec, through its subsidiaries, provides services to industrial, municipal, and governmental customers for the renewal of underground water mains, dredging, dewatering, contaminated soils and material management, site remediation, risk assessment and the manufacturing of fluid transportation products.

Supply Chain

Since we recognize the potential for labour rights violations in industry and supply chains, we have conducted a risk assessment of our supply chain. Though they form a very minor part of our business, since LOGISTEC is a service-based company, we found that there are 3 products that are sold or produced by our entities. They are as follows:

- A fluid transportation product manufactured and sold by NIEDNER Inc. located in Coaticook, Québec, a wholly owned subsidiary of LES.
- A small robot that is being produced by FER-PAL Construction Ltd. located in Toronto, Ontario, a wholly owned subsidiary of LES but used strictly for our internal use.
- Road salt used for snow removal sold by Les Terminaux Rideau Bulk Terminals Inc. located in Ottawa, Ontario, a wholly owned subsidiary of LMS.

Risk Assessment and Due Diligence

We have set up a process whereby the supply chains of these products are transparent and adheres to our commitment to fight child labour and forced labour.

We have carried out our own due diligence by undertaking our own supply chain mapping. We have found to date that no remediation measures are necessary. Apart from one supplier from India, all other suppliers are located in North America and Europe, and therefore the risk that child labour or forced labour was used is low.

Once the suppliers of these products were identified by our procurement team, we created two processes for the whole corporate group of LOGISTEC companies. One process for current suppliers and another for future ones. Regarding the current suppliers, we created a declaration of adherence for our procurement teams. We required the current suppliers to sign the below declaration and comply with the law if they wished to continue working with our organization.

Declaration on Forced Labour and Child Labour

Supplier declares that it complies with all applicable human rights and employment laws in the jurisdictions in which they work. This includes complying with the provisions of the Canadian Act – *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff*. In addition, supplier has endeavored to provide a robust means of ensuring that the subcontractors in their supply chain also comply.

For all future suppliers who wish to work with us, we will modify our procurement contracts and purchase orders to reflect our vision to fight child and forced labour. All these documents will incorporate a statement which includes a link to our Code, which appears on our company's website.

The statement in the contract will read as follows:

Seller will remain in compliance with the statement regarding Human Rights made in Buyer's Code of Ethics and Business Conduct available on Buyer's website: <https://www.logistec.com/code-of-ethics-and-business-conduct/>.

In order to affect this change in our contracts, we will modify our Code as such:

“Human Rights

LOGISTEC opposes the use of child labor, forced labor and any form of exploitation or slavery, and complies with the applicable laws and regulations related thereto. **We expect our suppliers to comply with these same laws and regulations.” (Additional wording)**

Remediation

Following the assessment of the activities and supply chains of the reporting entities, we believe that they do not carry a risk of forced labour or child labour being used, and therefore remediation is not applicable.

Training

Company-wide training on forced labour and child labour will be given to our employees whereby we will raise their awareness of the issue by creating a Compliance Capsule, the viewing of which will be mandatory.

Assessing effectiveness

To date, no actions have been taken to assess the effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

This joint report has been approved by the Board of Directors of LOGISTEC pursuant to section 11, paragraph (4)(b)(ii) of the Act.

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.

Date: _____ April 29 , 2024

Sean Pierce

Sean Pierce, Chief Executive Officer

I have the authority to bind LOGISTEC Corporation