

Date of Report: May 27, 2024
Fiscal year ended: January 31, 2024

2024 Modern Slavery and Human Trafficking Statement

Longboard Architectural Products Inc. is a leading manufacturer of high-performance architectural products for the building industry primarily located in Abbotsford, BC. Dedicated to sustainable and ethical business practices, Longboard is committed to complying with applicable laws and to acting with care, integrity, and responsibility when it deals with its employees, customers, and suppliers and when it interacts with communities.

Recognizing the suffering they cause; we do not tolerate any form of slavery or human trafficking in our operations and supply chain. As a globally sourced manufacturer, we also recognize the importance of implementing appropriate measures to mitigate the risk of slavery and human trafficking in our operations, either directly or through our raw material providers.

We maintain an unwavering commitment to human rights and to our core value, People Come First, which is fundamental to our sustainability and our future. Taking action to mitigate the risk of slavery and human trafficking is an important part of this lasting commitment.

Company Overview

Founded in 2005, Longboard Architectural Products has established itself as a world-class provider of architectural solutions. The company's product range includes aluminum cladding, siding, and soffit systems, well known for their durability and aesthetic appeal. Longboard operates on principles of integrity, quality, and respect for human rights, ensuring that ethical considerations are at the forefront of our business model.

Our Supply Chain

We work within a large, diverse value chain of business partners and stakeholders. Our supplier base is moderately sized with 100s of vendors across less than 10 countries. The principal raw materials we use is aluminum alloys, powder coating materials and decorative film. We also use substantial quantities of carton board, corrugated, plastic, and metal packaging materials, operating supplies, and energy. Most of these inputs for our operations are purchased from suppliers in Canada, Italy, Australia and the United States.

Given the location of our significant suppliers in low risk nations and in complex, heavily industrialized industries, we do not believe there are significant risks for slavery or child labour in our Supply Chain currently.

Compliance Framework

Longboard is in the process of developing a robust compliance framework to adhere to anti-slavery legislation. This includes:

- Employee Handbook / Code of Conduct: All employees are required to review and sign off on our employee handbook which includes our core values of People Come First and our commitment to human flourishing in our employees and communities.
- Anti-Slavery Policy: A comprehensive policy outlining the company's stance against slavery and human trafficking.
- Vendor/Supplier Due Diligence Process: We have established procedures for vetting and monitoring suppliers to ensure compliance.
- Supplier Code of Conduct: Requirements for suppliers to comply with anti-slavery laws and ethical standards (still to be implemented)

Supply Chain Management

Longboard's supply chain management focuses on maintaining transparency and ethical sourcing:

- Supplier Audits: Regular audits of suppliers to verify compliance with anti-slavery policies (process to be implemented Q2 2024)
- Risk Assessments: Evaluations of suppliers' practices to identify potential risks of forced labor.
- Supply Chain Traceability – 100% of our raw material aluminum is traceable to the mill of origin.

Risk Assessment and Mitigation

To mitigate risks of slavery and human trafficking, Longboard employs:

- Risk Assessment Tools: Utilizing tools and methodologies to identify high-risk areas within the supply chain.
 - With respect to employment practices and child or workforce rights issues, our process includes searches for adverse media on discrimination against workers, clients, prospects or other entities, child labour, forced labour and discrimination.

- We also assess risks including those related to human trafficking and forced labour that may be associated with our operations and supply chain, which correspond to new countries of origin.
- Mitigation Strategies: Implementing corrective actions and support programs for suppliers to address any identified risks.

Training and Awareness

Longboard ensures that employees and suppliers are well-informed about anti-slavery measures through:

- Training Programs: Annual training sessions for our relevant supply chain personnel on recognizing and preventing slavery and human trafficking will be mandatory (to be completed 2024)
- Awareness Campaigns: Initiatives to raise awareness about the importance of ethical practices and compliance. This includes reinforcement of our core values.
- Resource Availability: Providing access to information and resources on anti-slavery legislation and best practices.

Monitoring and Reporting

Effective monitoring and reporting mechanisms are in place to maintain compliance:

- Regular Audits: Conducting scheduled audits to ensure ongoing adherence to policies (to be implemented Q2, 2024)
- Internal Compliance Reviews: Periodic reviews of compliance practices to identify and address gaps.

Achievements and Challenges

Achievements:

- Successful implementation of a comprehensive anti-slavery policy.
- Design of a supplier audits process and risk assessment conducted.
- Enhanced training programs and awareness campaigns.

Challenges:

- Ensuring complete transparency across complex global supply chains.
- Ensuring relevant personnel are completing relevant steps and training
- Continuous improvement of monitoring and reporting mechanisms.

Future Commitments

Longboard is dedicated to continuous improvement in combating slavery and human trafficking. Future initiatives include:

- Complete employee training for relevant supply chain personnel
- Conduct vendor audits on most significant vendors
- Continually improve and refine our due diligence, risk assessment and information gathering processes

Conclusion

Longboard Architectural Products remains steadfast in its commitment to comply with Canada's anti-slavery legislation. Through adequate policies, comprehensive training, and proactive monitoring, Longboard ensures that its operations and supply chains are free from slavery and human trafficking. The company continues to prioritize ethical practices, fostering a responsible and sustainable business environment.

Approval

This statement has been approved by the Owner, CEO and President of Longboard.



Michael D. Heppell
Owner, President and CEO
Longboard Architectural Products Inc

May 29, 2024