

Forced and Child Labour Statement

Title:	Forced and Child Labour Statement	Policy No.	2.6 Operations
Issuing Dept:	Legal	Year Ending:	Dec 31, 2023
Issue No:	1	Issued Date:	Mar 29, 2024

i. Company Structure + Supply Chain

M.J.B. Holdings Ltd. and its subsidiaries LJB Holdings Inc. and Bockstael Construction Limited, (Hereinafter collectively called “Bockstael Construction”) are providers of General Contracting and Construction Management services in Canada. Our home office is located in Winnipeg, Manitoba.

Our supply chain of trade subcontractors, suppliers and consultants are primarily local Canadian based companies and therefore all are low risk. We hold the expectation that our supply chain partners uphold appropriate anti-forced and child labour policies and processes to ensure compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

ii. Direct Steps Taken

In the preceding financial year, we:

- gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily
- Developed and implemented child protection policies and processes
- maintained internal controls to ensure that all workers recruited were legally entitled to work in Manitoba/Canada.

iii. Policy Statement

Bockstael Construction unequivocally condemns the use of forced and child labour in any form. We adhere to all applicable national and international laws and regulations related to labour practices and human rights. Our commitment extends to promoting fair and humane working conditions for all individuals associated with our operations.

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While our existing policies regarding human resources, environmental stewardship, and occupational health and safety remain compliant, we recognize the need to bolster our procurement policies with greater depth and due diligence to be considered as Responsible Business Conduct policies.

iv. Supply Chain Risks:

At present, Bockstael Construction has not started the process of identifying potential risks of forced labour or child labour within our supply chain. However, given that all direct labour occurs under our supervision within Canada and the bulk of raw materials and building supplies are procured from North America, the inherent risks are deemed low.

v. Remediation and Reporting:

Should instances of forced or child labour be detected within our supply chain, Bockstael Construction is dedicated to promptly implementing corrective measures. We pledge to rectify the situation with due consideration for the rights of those affected. We are committed to transparently reporting such incidents to relevant authorities and stakeholders. To date we have not encountered any instances of forced labour or child labour in our activities and supply chains.

vi. Training and Awareness:

All members of our human resource staff have undergone comprehensive training on labour laws and human rights, albeit not specifically tailored to forced or child labour. They all follow the CPHR Manitoba's Code of Ethics and Rules of Professional Conduct.

vii. Monitoring, Compliance and Continuous Improvement:

While Bockstael Construction presently lacks formal monitoring mechanisms within our supply chain, we are resolute in our commitment to continuously improving our anti-forced and child labour efforts. We annually review and update our policies and procedures to reflect evolving legal requirements.

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Attestation:

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the 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.

Dan Bockstael

Co-President and Principal for MJB, LJB and Bockstael Construction Limited

Apr 26, 2024

I have the authority to bind MJB, LJB and Bockstael Construction Limited.



Nick Bockstael

Co-President and Principal for MJB, LJB and Bockstael Construction Limited

Apr 26, 2024

I have the authority to bind MJB, LJB and Bockstael Construction Limited.


