



## Report on Fight Against Forced Labour and Child Labour

### Maxum Drywall Overview

Maxum Drywall, established in 2001, focuses on drywall interior work in and around the Greater Toronto Area (GTA). We are committed to ethical labour practices and source most of our materials from reputable Canadian suppliers. Our workforce on site consists exclusively of union members, ensuring that all workers are of legal working age. Similarly, our office staff undergo a rigorous interview process to confirm they meet legal age and educational requirements.

### Labour Policies and Practices

#### Union Membership Requirement:

- As a unionized Company, Maxum Drywall only hires workers who are part of a Union. Unions, working within the guidelines of Canadian labour laws, strictly enforces legal working age requirements, ensuring that no underage workers are employed on our job sites.

#### Office Hiring Standards:

- All office staff must pass an interview process, which includes verification of legal working age and necessary educational qualifications. This ensures compliance with labour laws and standards. Maxum Drywall's approach to human rights is supported by its Employee Code of Conduct within the Employee Handbook, which all employees are provided and have direct access to.

#### Strict No Child Labour Policy:

- Underage workers are not hired for office roles or job site positions, which is in line with Maxum's ethical standards. In addition, the physical demands and required skill levels for our work exceed what can be expected from children. Our job sites require manual labour, handling heavy materials, and office operations specific educational qualifications, making it impractical and illegal to employ child labour.

#### Supervision and Enforcement:

- On job sites, policies are enforced by site supervisors, foremen, union representatives, and customer site supervisors. In the office, managers oversee compliance. This multi-level supervision ensures that labour policies are strictly followed.

911 ROWNTREE DAIRY ROAD, WOODBRIDGE, ON L4L 5W6

T: 905.856.4108 • F: 905.856.9413

[www.maxumdrywall.com](http://www.maxumdrywall.com)



## Supply Chain:

- Maxum Drywall's supply chain consists of companies that operate within Canada. Our head office, and our job sites, are all located within Ontario.

## Risks in Supply Chain:

- Maxum Drywall places the utmost importance on respecting human rights and ensuring that forced and child labour is not part of any product within our supply chain.
- Risks in the supply chain are minimal but may include how our suppliers source the materials that we buy from them.

## Risk Mitigation and Reporting

### Open Work Environment:

- The nature of our work involves tasks performed in the open and under supervision, reducing the risk of child labour. The physical demands of the job further limit the possibility of employing underage workers.

### Working with Canadian Suppliers:

- Given that our suppliers operate within Canada, they are subject to Canadian labour laws which prohibit the use of child and forced labour.

### Union Membership:

- Being a unionized company, Maxum Drywall is obligated to hire unionized workers. The process to become a union member requires providing identification and ensuring that they are able to work legally within Canada. In addition, when we hire subcontractors, we also require people to provide their identification in order for us to confirm aspects of their identity, include their age. Should subcontractors have employees within their organization, we provide them with an attestation form to sign off on validating they only employ workers of age and who are legally eligible to work in Canada. All workers are provided full and fair compensation based on rates outlined by the Union's collective agreement.



## Measures for Remediation and Training

### Remediation Measures:

- Maxum Drywall has not identified any instances of forced labour or child labour within its business operations or supply chain. Consequently, there has been no need to implement any remediation measures to address forced labour or child labour, nor has there been any requirement to compensate vulnerable families for income loss due to efforts to eliminate such practices in our activities or supply chains.

### Immediate Action on Violations:

- If any instance of forced or child labour is identified, the affected individual will be removed from the site immediately. We will report the incident to the Union and appropriate authorities to ensure the individual receives necessary support. Maxum Drywall is committed to reporting and stopping any such incidents, even if the workers are not directly employed by us.

### Training:

- Maxum Drywall reviews its training policies on an annual basis. We intend on including training for our site supervisors and office staff that focuses on child and forced labour prevention, identification, and action should an instance be uncovered both within our Company or in our supply chain.

### Conclusion

Maxum Drywall is firmly committed to maintaining ethical labour practices and upholding human rights standards. Through stringent hiring policies, effective supervision, comprehensive training, and proactive measures for remediation, we ensure that forced and child labour are not part of our operations or supply chains. Our ongoing efforts to support vulnerable families and assess our effectiveness underscore our dedication to creating a safe and fair working environment for all.

### Attestation

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act.



A handwritten signature in blue ink, consisting of two overlapping loops, positioned above the typed name.

Dino Martelli  
President  
May 31, 2024