



Illegal Labour Policy

Purpose

This policy was developed to outline our commitment to combating child labour, forced labour, human trafficking, and slavery, and sets forth the measures we undertake to ensure compliance.

Scope

This policy applies to all employees, suppliers, vendors, or contractors directly involved with the Myshak Group of Companies (Myshak), including: Myshak Sales & Rentals Ltd., Myshak Crane & Rigging Ltd., NexGen Transportation Ltd., Energy Crane Services Ltd., and Myshak Transportation Group Ltd.

Application

Myshak condemns all forms of slavery, forced labour, human trafficking, and exploitation. We believe in the inherent dignity and rights of all individuals and are committed to upholding these principles throughout our operations and supply chains.

Myshak holds itself accountable to the highest ethical standards and complies with and exceeds all relevant and applicable local and international laws pertaining to illegal labour practices. In doing so, Myshak never knowingly contracts with or carries on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labour laws.

Compliance

Myshak continually monitors its own employment practices and those of its partners, vendors, suppliers, and all others conducting business on behalf of the organization to ensure compliance with ethical employment standards and protocols.

Myshak pledges to comply with all applicable laws and regulations concerning human trafficking, including the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 and other relevant international standards.

Where a supplier, vendor, or contractor is found to be in violation of this policy, Myshak takes prompt remedial action to address the violation. Remedial measures may include termination of the business contract with the organization that committed the violation.

Employees that deal directly with contracting or purchasing decisions receive training and practical education to inform them about the harm that illegal labour practices can cause, as well as provide the information and guidance necessary to notice or determine whether illegal labour is used at any point in the supply chain.

All real or suspected instances of non-compliance with this policy must be reported to Human Resources immediately.

Due Diligence

We conduct comprehensive risk assessments to identify and evaluate the potential risks of child labour, forced labour, human trafficking, and slavery within our supply chains. This includes assessing geographical locations, business sectors, specific suppliers or contractors, and verifying the suppliers policies, practices, and procedures related to labour and human rights.

Continuous Improvement

To ensure compliance with the standards of this policy, Myshak audits its own employment practices, as well as those of companies the organization contracts with or maintains a business relationship with annually. We are committed to continuously improving our efforts through regular review, assessment, and enhancement of our policies, procedures, and practices in response to changing risks and emerging trends.

Myshak Sales & Rental Ltd

Myshak Equipment Ltd.

Myshak Transportation Group Ltd.

Dacapa Crane & Rigging Ltd. o/a Energy Crane Service

Lifting Technologies Inc.

Myshak Crane & Rigging Ltd.

RHG Transport and Consulting Inc. o/a NexGen Transportation

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 of 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.

Jim Myshak

President

May 29, 2024

A handwritten signature in blue ink, appearing to be 'Jim Myshak', with a large, stylized flourish above the name.

"I have the authority to bind entities"