



Entity: Norcan Fluid Power Ltd.
#211 – 980 West 1st St
North Vancouver, BC
Canada V7P 3N4

Reporting Year: 2023

This is Norcan Fluid Power's (Norcan) first report.

Business#: 84400 3541 RT0001

Norcan is not subject to reporting requirements under supply chain legislation in another jurisdiction.

Norcan has 9 locations that have assets and do business in Canada. Norcan also meets the size-related threshold of at least \$20 million in assets and has generated at least \$40 million in revenue for at least one of its two most recent financial years.

Norcan operates as a wholesale trade and service provider of hydraulic equipment and components. Norcan is headquartered in British Columbia, Canada with branches across Western Canada (BC, Alberta, Saskatchewan, and Manitoba).

In the previous financial year Norcan conducted an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains. We monitored and worked with our suppliers to verify they have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains. For this first year, this was accomplished mainly through email and phone conversations with our key suppliers to ensure compliance. We have a responsibility to understand and comply with all applicable laws and regulations in all our business activities and across all our branches. Compliance with both the letter and spirit of all laws, rules and regulations that are applicable to our business is important for our reputation and continued success.

Norcan is a limited corporation that produces goods in Canada, imports goods produced outside of Canada, and sells goods within and outside of Canada. Norcan has 8 brick and mortar locations for sales of hydraulic components/systems plus full-service shops to build custom hydraulic solutions, repair hydraulic components and systems in our shop or at our customer's site. Norcan has a distribution warehouse located in Leduc, AB to support the branches and Engineering staff to assist both the branches and customers on their engineering needs. The majority of what we buy is bought within Canada with products and services also sourced from the USA and Europe.

Norcan is working with their North American and European suppliers to ensure there is no forced and/or child labour in our combined supply chains. Norcan's policy moving forward is to embed responsible business conduct into policies and vendor management systems for any new potential suppliers wishing to do business with Norcan. As per Norcan's new policy and procedure Norcan will use a questionnaire with new suppliers to identify if they have a policy around forced and/or child labour in their supply chain or request their Modern Slavery Act report.



Norcan has started the process of identifying risks in our supply chain but currently there are still gaps in our assessments. Primarily around our tier two, three and suppliers further down the supply chain and corporately we will work with our branches to help them understand their part in ensuring Norcan is compliant with the Forced Labour and Child Labour Act.

Norcan has yet to identify any forced labour or child labour risks in our activities or our supply chain.

Currently Norcan hasn't provided any training to its employees on forced labour and/or child labour. This will be addressed in 2024 with the release of our Modern Slavery Act report and Norcan's Forced Labour and Child Labour policy and procedure.

Norcan hasn't set up a policy or procedure to measure the effectiveness of ensuring we don't have forced or child labour in our activities or supply chain. Moving forward, Norcan will work with suppliers to measure the effectiveness of their actions to address forced labour and child labour.

"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."

John Down, SCMP
Supply Chain Manager
May 13th, 2024

A handwritten signature in blue ink, consisting of several large, overlapping loops and a long horizontal stroke extending to the right.

"I have the authority to bind 'Norcan Fluid Power Ltd.'"