

*North Ridge Development Corporation*

***Forced Labour and Child Labour***

***Report***

***2023***

## ABOUT THIS STATEMENT

This document constitutes North Ridge Development Corporation's report ("Report") pursuant to section 11 of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") for the financial year ended January 31, 2024, on the steps taken to prevent and reduce the risk that Forced Labour and/or Child Labour is used at any step of the production of goods in Canada or of goods imported into Canada. This is a joint Report made on behalf of North Ridge Development Corporation and its subsidiaries (the "North Ridge Reporting Entities") identified in the table below (collectively, "North Ridge", "we", "us" or "our").

### North Ridge Reporting Entities

### Principal Activities

North Ridge Development Corporation	Ultimate parent of the North Ridge group of companies. Canadian controlled private corporation. Project management/general contractor of single family residential construction.
101245184 Saskatchewan Ltd.	Land Development
102152488 Saskatchewan Ltd.	Multi-family residential construction
Ari Developments Ltd.	Multi-family residential construction
Brighton Terrace Development Ltd.	Multi-family residential construction
Camden Hall Development Ltd.	Multi-family residential construction
Daxton Developments Ltd.	Multi-family residential construction
Foundry Lofts Developments Ltd.	Multi-family residential construction
Linden Pointe Developments Ltd.	Multi-family residential construction
North Ridge Renovations Ltd.	Multi-family residential construction
North Ridge Townhomes Ltd.	Multi-family residential construction
North Ridge Towns Dubois Developments Ltd.	Multi-family residential construction
Oak Bay Developments Ltd.	Multi-family residential construction
Ryse Secord Developments Ltd.	Multi-family residential construction
Serenity Pointe Developments Ltd.	Multi-family residential construction
Silver Oak Developments Ltd.	Multi-family residential construction

Terramont Developments Ltd.	Multi-family residential construction
The 105 Developments Ltd.	Multi-family residential construction
The Brooks Developments Ltd.	Multi-family residential construction
The Pines Developments Ltd.	Multi-family residential construction
The Woods Developments Ltd.	Multi-family residential construction
Ventura Developments Ltd.	Multi-family residential construction
Warwick Hall Developments Ltd.	Multi-family residential construction

The information provided in this Report generally applies to all North Ridge Reporting Entities.

**OUR GROUP STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS**

**Our Group Structure**

North Ridge Development Corporation (“North Ridge”) is a Canadian controlled private corporation and was incorporated in the Province of Saskatchewan on December 29, 1982. The head office is in Saskatoon with a division office in Regina. The subsidiary companies are all 100% owned by the parent company North Ridge Development Corporation.

**Our Activities**

North Ridge’s principal business activity is project management/general contractor of residential construction in both Saskatoon and Regina, and their surrounding communities. North Ridge is the parent company and focuses primarily on single family residential construction, whereas the subsidiary companies focus on land development and multi-family residential construction. Only the parent company North Ridge and one subsidiary North Ridge Renovations hires direct employees. The employees are mainly administrative support and property management with very few performing construction labour. The remaining subsidiary companies do not hire any direct employees. North Ridge and our subsidiaries hire subcontractors to provide the majority of the products, materials and the construction labour.

North Ridge ensures that we comply with Saskatchewan Employment Standards and Saskatchewan Occupational, Health and Safety regulations when hiring employees. These governing bodies do not allow us to have any employees on our work sites that are under the age of 16. Verification and proof of age is obtained prior to commencement of employment.

## Our Supply Chains

The North Ridge Reporting Entities collectively hire subcontractors to provide the majority of the products, materials and construction labour. All subcontractors are located in Canada with the majority located in Saskatchewan. The North Ridge Reporting Entities sometimes also purchase products and materials directly from suppliers that are located in Canada.

Subcontractors are hired to provide the following for our companies:

<b>Major Components of Construction</b>	<b>Description</b>
Appliances	Products only purchased from local third party providers
Cabinets	Supply products and installation labour
Countertops	Supply materials and installation labour
Drywall	Supply materials and installation labour
Framing	Provide labour only
Electrical	Supply materials and installation labour
Exterior Railing	Supply products and installation labour
Floor joists, Roof Trusses	Supply materials only
Flooring	Supply materials and installation labour
Foundation	Supply materials and installation labour
Heating	Supply materials and installation labour
Insulation	Supply materials and installation labour
Interior Painting	Supply materials and installation labour
Interior Railing	Supply products and installation labour
Interior Stairs	Supply materials and installation labour
Landscaping	Supply materials and installation labour
Light Fixtures	Products only purchased from local third party providers
Lumber	Materials only purchased from local third party providers
Mirrors	Supply products and installation labour
Plumbing	Supply materials and installation labour
Roofing	Supply materials and installation labour
Siding, Soffit/Fascia, Eaves/Downpipes	Supply materials and installation labour
Trim	Supply materials and installation labour
Window & Doors	Products only purchased from local third party providers

## **RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS**

### **Risk Assessment**

In 2023, North Ridge conducted a risk-based assessment of our supplier base taking into account factors such as sector or industry risk, geographic locations, and business operations of our suppliers.

The risk of our subcontractors using Forced or Child Labour is very low as Saskatchewan Employment Standards and Saskatchewan Occupational, Health and Safety regulations do not allow anyone under the age of 16 to be on a construction site. There is a North Ridge employed site supervisor assigned to every construction site that monitors the subcontractors.

### **Potential Risks in our Operations and Supply Chains**

#### **Our Operations**

North Ridge does not consider any of its wholly owned operations to carry a significant risk of Forced Labour or Child Labour given our workforce and human resources policies and procedures. Our operations are in Saskatchewan only and our employees and subcontractors work in Saskatchewan only, which has a low prevalence of Forced Labour and Child Labour and a low risk of vulnerability to Forced Labour and Child Labour. Our workforce largely consists of skilled, qualified and experienced individuals. All new employees are required to attend a safety orientation prior to commencement of work.

#### **Our Supply Chains**

While we have not obtained information from our subcontractors regarding the sourcing of the products and materials purchased for our builds, based on assessment of our supplier base and knowledge of the construction industry in Saskatchewan, we consider the overall risk of Forced or Child Labour in our supply chains to be very low. The products and materials used in residential construction are specialized and unlikely to be produced or manufactured by unskilled or child labourers.

North Ridge is a COR Certified company and requires that all of its suppliers and subcontractors, including subcontractors of our subsidiary companies, meet our standards for safety. This includes acknowledgement and acceptance that no person under the age of 16 is allowed on the construction site at any time. All new subcontractors are required to attend a safety orientation prior to commencement of work on any of our sites.

## **REMEDICATION OF FORCED AND CHILD LABOUR AND LOSS OF INCOME**

Based on our assessment of activities and supply chains, there were no measures taken in the prior year to remediate the loss of income to the most vulnerable families given that there was no Forced or Child Labour identified in our operations or supply chains.

## BOARD OF DIRECTORS APPROVAL AND ATTESTATION

The Board of Directors of North Ridge Development Corporation on behalf of itself and each of the North Ridge reporting entities approved this report.

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.



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I have the authority to bind North Ridge Development Corporation and the North Ridge Reporting Entities

Patrick Mah  
Chief Executive Officer  
May 15, 2024