

2023 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chain Act*

Introduction

Onyx-Fire Protection Services Inc. (“Onyx-Fire”) is a Canadian company that provides fire and life safety services. This report describes the steps taken to assess and prevent the risks of forced labour and child labour in our operations and supply chain for the calendar year 2023.

Structure, Activities and Supply Chain

Onyx-Fire is headquartered in Mississauga, Ontario, with service locations across Canada that provide national coverage for our customers. Our services include:

- Equipment inspection, testing, and maintenance;
- Service and repair;
- Equipment installation, replacement, upgrades, and retrofit;
- Engineering and design;
- Training and consulting; and
- Emergency response

Onyx-Fire is not directly engaged in the production of goods, or the importing of goods into Canada. Materials that we purchase for installation and repair services are sourced from reputable Canadian suppliers.

Assessing risks of forced labour and child labour

Onyx-Fire has reviewed publicly-available information¹ on the sectors, goods and regions that are known to have a higher prevalence of forced labour and child labour. Based on this information, fire safety equipment and services are not considered a sector at risk of forced labour or child labour. Onyx-Fire does not operate in any region where forced labour and child labour is reported to be prevalent. Based on this information, we have assessed the risk of forced labour and child labour in our operations and supply chain as low.

Steps to prevent and reduce risks of forced labour and child labour

Onyx-Fire is committed to taking efforts to comply with relevant forced labour and child labour laws and, in doing so, implement practices to protect workers from being abused and exploited.

Onyx-Fire recognizes the collective responsibility of Canadian businesses to increase transparency over the risks in our supply chains. Onyx-Fire expects our employees, business partners and members of our Board of Directors to act with integrity and comply with the letter and spirit of the laws, regulations and rules that apply. Given our risk profile, the majority of Onyx’s efforts have been driven through implementation of our internal policies.

Policies and Due Diligence

Onyx-Fire respects Canadian and international human rights standards and fosters a workplace of diversity, inclusion, and equity in all employee-related processes, including hiring, remuneration,

¹ For example, [List of Goods Produced by Child Labor or Forced Labor | U.S. Department of Labor \(dol.gov\)](#). [Based on this information](#)

recognition, training, and promotion. Onyx-Fire has adopted policies and processes consistent with the requirements under Ontario laws, including: Workplace Harassment & Discrimination, Workplace Violence, and Integrated Accessibility Standards (AODA). These policies must be reviewed and signed off by all employees.

All employees and potential new hires must be at least 18 years of age. Our recruitment process includes verification of compliance with relevant employment laws and regulations, including proof of legal entitlement to work in Canada, proof of date of birth and photo identification.

Onyx-Fire is dedicated to building a culture of safety through training, education and policy development. Onyx-Fire ensures strong levels of safety for its employee base through regular training and supervision, the continuous update of health and safety policies, and through the supply or reimbursement of Employee Personal Protective Equipment. Moreover, Onyx-Fire's commitment to health and safety permeates through all levels of the organization, with operational leaders and senior management regularly evaluated by the Board of Directors on performance relative to identified health and safety metrics. Compliance with these health and safety standards enables us to identify potentially unsafe working conditions, which are indicators of forced labour or child labour.

Onyx Fire's approach to managing risks in our supply chain is to partner with reputable, long-term manufacturers in North America.

Remediation measures

Onyx Fire has assessed the risks of forced labour and child labour in our operations and supply chain to be low. As a result, we have not taken measures to remediate forced labour or child labour in our activities or supply chains.

Employee training

Onyx Fire provides mandatory health and safety training, and other training to employees in our operations, as required under applicable Ontario laws. We have not yet developed specific training programs for our employees related to the risks of forced labour or child labour in our supply chains.

Assessing effectiveness

Onyx Fire has assessed the risks of forced labour and child labour in our operations and supply chain to be low. As a result, Onyx Fire has not taken actions to assess effectiveness in preventing and reducing the risks of forced labour and child labour in our activities and supply chains.

Conclusion

Onyx Fire remains committed to preventing the use of forced labour and child labour in our activities and in our supply chains. We will continue to re-assess our risk and develop, review, and improve our policies, procedures, and practices accordingly.

This report was approved by the Onyx-Fire Protection Services Board of Directors on May 30, 2024.

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, 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.

I, Bryan Chew, have the authority to bind Onyx-Fire Protection Services Inc.



Bryan Chew

Chief Executive Officer – Onyx-Fire Protection Services Inc.

Date: May 30, 2024

I, Matthew Chapman, have the authority to Onyx-Fire Protection Services Inc.



Matthew Chapman

Director and Board member – Onyx-Fire Protection Services Inc.

Date: May 30, 2024