



Head Office
641 Speedvale Avenue West
Guelph, Ontario N1K 1E6

T 519.822.1890
W www.patene.com

Modern Slavery Statement for the Financial Year Ended April 30, 2024

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiative by Patene Building Supplies Ltd. (PBSL, the company) to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year commencing May 1, 2023, and ending April 30, 2024.

Structure, Activities and Supply Chains

Patene Building Supplies Ltd. is a distributor of various building materials and was incorporated on December 29, 1987. The head office is located at 641 Speedvale Avenue West, Guelph, Ontario with 12 locations in Ontario and 1 in Manitoba, employing over 250 staff.

The company believes in upholding the highest standards of integrity, responsibility, and ethical behaviour. It is dedicated to protecting human rights and promoting responsible labour practices across all its operations and within its global supply chain. The company believes that maintaining these standards is not only the right thing to do but also essential for its long-term success and the well-being of the communities it serves.

PBSL sources products for distribution into the Canadian market, with 97% from Canadian suppliers and 3% from international suppliers.

Policies and Due Diligence Processes

The Company is committed to engaging in employment practices that meet all ethical and legal standards, including laws and regulations related to forced and child labour, in the markets in which it operates. Similar to its internal commitment to preventing child labour and forced labour, the Company expects its suppliers to share and uphold these same commitments across their business operations as well. Further, the Company expects its suppliers to extend these expectations through their supply chains – including to raw material, component, or ingredient suppliers.

PBSL has internal policies including its Terms and Conditions of Employment which outline and reinforce its commitment to responsible labour practices. The company is also working on creating or updating policies outlining the expectations for both internal employment practices and supplier employment practices as they relate to child and forced labour. In addition, the company will be requiring all current and new international suppliers to complete a questionnaire about their employment practices and policies currently in place. Furthermore, they will be asked what policies they have in place to ensure their suppliers are practicing ethical and legal standards related to forced and child labour in their markets.

Training

PBSL is working with their training provider to ensure there is new and up to date content available for all staff regarding child and forced labour. Employment standards awareness is part of onboarding all new staff.

Summary

PBSL is committed to fighting forced labour and child labour in its supply chains. To meet this commitment, the company will continually monitor its structure, activities, and supply chain to assess and reduce risks associated with forced labour and child labour. If an activity is found to have a potential for such risks, measures will be taken to remediate the problem and assist with the recovery of loss of income for individuals affected by the elimination of forced labour or 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.

I have the authority to bind Patene Building Supplies Ltd.

Date: May 31, 2024



Tabatha Peuker
Controller