

## **Report for the Financial Year Ended January 31, 2024**

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") requires certain entities doing business in Canada to disclose their efforts to in an effort to identify and remove forced labour and child labour in their supply chains.

Premier Metal, LLC (the "organization") supports the goals of the Act and takes seriously its responsibility to promote safe labour practices. To address the requirements of the Act, the organization discloses the following:

### **Steps to Prevent and Reduce Risks of Forced Labour and Child Labour**

The Act requires reporting entities to describe what steps they have taken in the previous financial years to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced or imported into Canada by the organization. As described below, the organization does not produce goods but, rather, recycles them. The source of material to be recycled originates both domestically and internationally. The organization has established corporate policies and due diligence processes to reduce the risk of forced labour and child labour within its supply chains.

### **Structure, Activities and Supply Chains**

Structure. The organization is a privately held limited-liability company organized in the State of New York on 6/3/2019. Its sole Member is Niagara Metal, LLC, a New York limited-liability company organized pursuant to articles of organization on 4/20/2006.

Activities. Premier has a wide range of scrap metal processing capabilities. The division uses a variety of equipment, including stationary and mobile shears, balers and separators which results, in part, in a segregation of products by metal type.

Supply Chains. This entity buys and processes ferrous and non-ferrous scrap metal from small to large institutional organizations as well as from individuals who attend our yards. This entity sells scrap metal to other scrap metal entities and to mills and manufacturers with a need for scrap (re-melt purposes). Finally, this entity brokers sales of scrap between a supplier and third parties that would otherwise purchase directly from this entity.

This entity sources operating equipment and supplies (including PPE) from established vendors.

### **Policies and Due Diligence Processes in relation to Forced Labour and Child Labour**

#### *(i) Policies*

This organization has adopted a code of conduct and policies based on our core values and which has a focus on customer service, excellence and integrity (the "Policies").

The Policies apply to all employees and employees are provided training on the Policies as well as any updates to the Policies. All employees must read, understand, and comply with the Policies. Employees are provided with training related to human rights and are instructed to be mindful when assessing business activities for actions or omissions which might be contrary to applicable law.

Further, in conjunction with the organization's Policies, it strives to hold suppliers accountable to applicable legal requirements and best practice standards related to human rights.

*(ii) Processes*

The organization's due diligence process consists of both direct and indirect efforts. Internal controls to monitor processes have not identified any material risk of forced or child labour. Indirectly, the protocols which have been established through the supply chain are monitored but there is inherent risk when receiving metal given its ability to be formed, melted and reused. Full tracing of metal to its origin is rarely possible.

The organization strives to hold suppliers accountable to applicable legal requirements and best practice standards related to human rights. Reputable suppliers are engaged while relationships with non reputable suppliers are not.

Employees are empowered to monitor for compliance, including through requests for suppliers to submit information and documentation.

**Identifying Forced Labour and Child Labour Risks**

The organization acknowledges that no industry can be assumed to be entirely free of forced labour and child labour risks and is aware of the need to identify risks in its supply chains. Through internal assessments, the organization has identified the potential for these risks in certain categories of goods that it procures from foreign jurisdictions with a history of known or suspected forced and child labour violations, specifically mining, packaging, garments, and metal/mineral extraction.

The organization is not aware of any active risks but recognizes that change is constant. The organization consistently looks at opportunities for improvement to our risk assessment.

Because this effort is ongoing, the organization is not yet in a position to report on its outcome. It is expected that this exercise will be completed and will be addressed in the organization's next annual disclosure.

**Remediation Measures (including Remediation of Loss of Income)**

The organization has not identified any instances of forced labour or child labour in its supply chains and therefore the question of remediation is not applicable.

**Training**

When the Policies were implemented the organization made the document readily accessible and provided employees with awareness-raising activities about the Policies and its related issues and concerns.

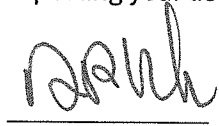
**Assessing Effectiveness**

To assess the effectiveness of the foregoing measures, the organization engages in a process of continuous improvement which includes, but is not limited to, periodic reviews of its corporate policies to determine whether updates are warranted, and a review of and engagement with ethical supply chains.

**Attestation:**

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 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 on this 31<sup>st</sup> day of May, 2024.

A handwritten signature in black ink, appearing to read "DPhelps", written over a horizontal line.

Derrick Phelps  
Chief Financial Officer