



Government of Canada BILL S-211

The Fight against Forced Labour and Child Labour in Supply Chains Act

RPS Composites Inc. - Modern Slavery Statement for the Financial Year ending December 31, 2023

Initial Report dated May 7, 2024

This statement is issued in compliance with Bill S-211, An Act to enact the Fight against Forced Labour and Child Labour in Supply Chains and to amend the Customs Tariff, for the fiscal year January 1, 2023, to December 31, 2023. It outlines the measures RPS Composites Inc. has implemented to identify and mitigate the risks of forced and child labour within our operations and across our supply chain.

Company Overview and Structure

RPS Composites Inc., part of the RPS Industrial Group (RPSIG), has been a leader in manufacturing and servicing high-performance, corrosion-resistant tanks, vessels, and piping systems since 1956. Incorporated in New Brunswick under Corporation Number 635986, our headquarters are located at:

740 Main Street,
Mahone Bay, Nova Scotia,
Canada, B0J 2E0

With additional manufacturing units in Maple, Ontario, and Mobile, Alabama, RPSIG employs nearly 180 individuals and operates in a global market, distributing products to countries including the United States, Jordan, Chile, Australia, Canada, Mexico, and Indonesia.

Policies and Commitments

RPS Composites Inc. is committed to upholding human rights and ensuring that our global supply chain is free from forced and child labour. We adhere to a strict zero-tolerance policy regarding modern slavery. Our Corporate Social Responsibility and Ethics policies reflect our commitment to international human rights standards and are underpinned by compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the International Labour Organization's Articles 6 and 7.

Due Diligence and Risk Management

We conduct thorough due diligence to identify and assess risks related to forced and child labour across our operations and supply chain. This includes regular audits of our direct and indirect suppliers, particularly those involved in the procurement and processing of raw materials such as resin and fiberglass mat. Our Supplier Quality Manual, provided to all suppliers, outlines specific requirements to uphold our standards against forced and child labour.

Effectiveness and Training

The effectiveness of our policies and procedures is monitored through annual self-audits completed by suppliers, mandatory training sessions for all employees, and regular policy reviews conducted by senior management. These processes ensure ongoing compliance and help foster a culture of ethical business practice across all levels of the company.

Incident Management and Remediation Strategies

While no incidents of forced or child labour were reported in the current fiscal year, RPS maintains robust incident management and remediation strategies to address potential violations immediately. Documentation supporting all due diligence activities, audits, and training programs is available upon request and is subject to independent verification to ensure accuracy and integrity.

Annual Review and Continuous Improvement

Our commitment to human rights and the elimination of forced and child labour is an ongoing process. We continually seek to improve our practices and engage with external stakeholders to enhance the transparency and effectiveness of our efforts. This statement, approved by the Executives of RPS Composites Inc. and signed by our CEO, reflects our unwavering dedication to ethical business practices and compliance with all applicable laws.

Signed,

A handwritten signature in black ink, appearing to read 'Jeff Fraser', is positioned above the printed name and title.

Jeff Fraser
President and CEO