SALTWORKS TECHNOLOGIES INC. FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR – COMPLIANCE REPORT

October 2024

Business number: 855500427

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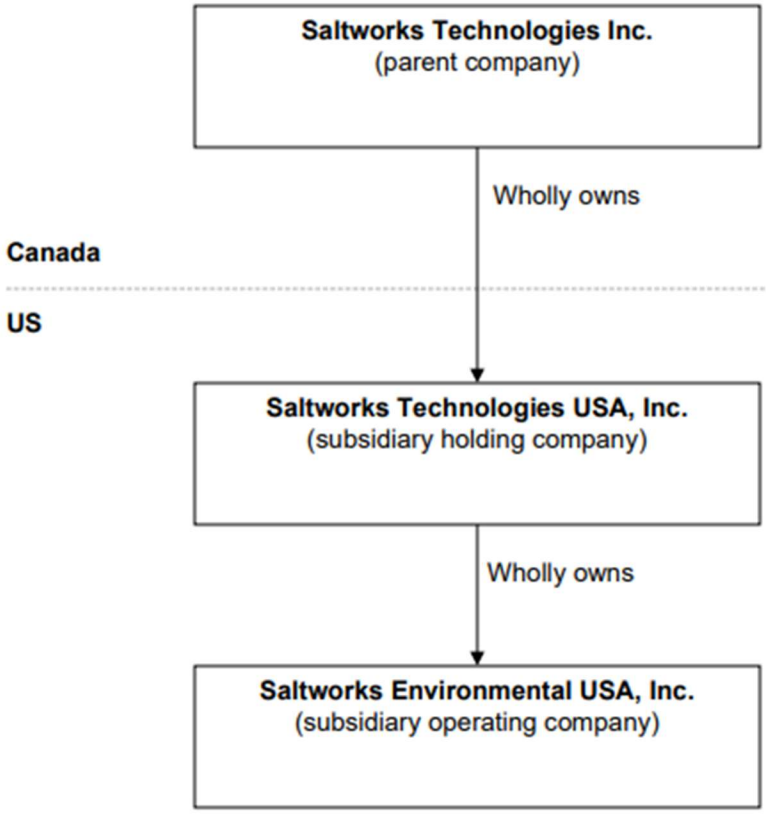
1. Introduction:

Per requirements set forth by the 'Fighting Against Forced Labour and Child Labour in Supply Chains Act' (hereafter referred to as the "Act"). Saltworks outlines policies and processes in place to mitigate risks of modern slavery. This report applies to Saltworks Technologies Inc. and its subsidiaries. Saltworks technologies Inc, is headquartered in Richmond, British Columbia.

We recognize that combating modern slavery is not just a legal obligation but a moral imperative that aligns with our core values and dedication to sustainable and ethical business practices.

2. Our Business, Structure, and Supply Chain

Saltworks is water and lithium refining solutions company. Our company is a Canadian-controlled private corporation with 160+ team members.



Saltworks has manufacturing operations at our headquarters in Richmond BC. Business activities include development, manufacturing, and deployment of innovative water treatment and lithium refining technologies to our customers in Canada, US, and select global sites.

Our process equipment suppliers include manufacturers from Canada, US, Europe, and Asia.

3. Policies in relation to Forced Labour and Child Labour:

Saltworks' code of conduct serves as the foundation for our commitment to our responsibilities to our employes, customer and the public:

per Saltworks' employee code of conduct, employees are not permitted to engage in any forms of modern slavery.

- This includes forced labour, child labour human trafficking, and any other practices that violate basic human rights.
- Saltworks team members are required to exercise due diligence procedures to ensure all levels of our supply chain are free from modern slavery, including verifying the origin of goods and services.
- The company shall conduct regular risk assessments to identify areas of potential vulnerability to modern slavery and take appropriate actions to mitigate these risks.
- Suppliers will be required to demonstrate their compliance with this policy, as well as local laws and regulations regarding modern slavery.
- All employees and stakeholders are encouraged to report any concerns, suspicions, or incidents related to modern slavery in the workplace or supply chains. Employees can also anonymously report any concerns to HR.
- Prompt and thorough investigations will be conducted in response to any reports, and appropriate action will be taken to address any substantiated concerns.

Saltworks policies also include upholding commitments to environment, addressing corruption, diversity and inclusion needs, as well as human rights and health & safety. Our policies and practices are in place to ensure strict adherence to local, national and international laws and foster a safe, inclusive and ethical workplace.

4. Risk Assessment:

At the time of this report, Saltworks has reviewed its internal policies and procedures related to forced labour and child labour. Saltworks is also making progress in preliminary risk assessment to identify risk areas in our supply chain. Risk factors include Country-specific risks, product and industry specific risks, as well as supplier's governance, policies, controls, and complexity of supplier's supply chain.

Our work so far shows that Saltworks' greatest risk exposure to forced labour and child labour is through suppliers from higher-risk geographies.

Saltworks is committed to continuously evaluating and improving its practices to ensure compliance and met the standards outlined by this important legislation.

5. Actions taken to address risks:

Saltworks' Purchase Order General Terms and Conditions includes explicit provisions to mitigate Child Labour and Forced Labour risks. This helps us communicate our requirements and expectations to our suppliers and vendors to comply with Forced and Child Labour act.

Saltworks has initiated review of Tier 1 suppliers to identify gaps and reduce the risk of forced labour or child labour being used. Saltworks is listing the following key activities to undertake and will provide a schedule to complete as we make progress:

- Establish Board-level oversight on modern slavery risk identification and mitigation.
- Complete Tier 1 supplier assessment and update supplier mapping.
- Consider Tier 2 and higher-level supplier review approach and risk assessment.
- Evaluate risk, perform audit, or find alternatives where risk is deemed high.
- Establish communications and monitoring plan with suppliers to ensure continuing compliance, including communication channels to report actual or suspected violations.
- Implement training and awareness materials on forced labour and/or child labour for our team, including reminders of resources in place to report such concerns.

6. Disclosures & Future Actions

To date, we have not identified any forced labour or child labour in our activities or supply chains and therefore no remediation measures have been taken.

We are committed to continuously evaluating and improving its practices to ensure compliance and met the standards outlined by this important legislation. At the time of this report, Saltworks is making progress in risk assessment to identify risk areas.

In the coming year, Saltworks is committed to further assess risks in our supply chain and to evaluate if any remediation steps are needed to address those risks, which may include discussions with our suppliers to ensure awareness and compliance with the act.

By fostering a culture of transparency, accountability, and continuous learning, the company seeks to take a proactive role in promoting human rights throughout its operations and supply chains.

7. Signatures:

This report was approved by the board of directors of Saltworks Technologies on Oct 24, 2024.

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.

By: 

Name: Joshua Zoshi

Title: Director & Chief Operating Officer

Date: Oct 24, 2024