



This report applies to Swift Oilfield Supply Incorporated (Swift Supply) and is made pursuant to Bill S-211 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, also referred to as the Canada Modern Slavery Act. Swift Supply is a Canadian owned and operated distributor of pipe, valves, and fittings. Swift's footprint includes 16 locations across Western Canada including the head office and distribution center which are located in Nisku, Alberta.

This report lays out the organizational values, policies, and requirements of Swift Supply with regard to modern slavery. Swift Supply is committed to fostering a culture of safety, sustainability, and corporate responsibility. More specifically, Swift Supply is deeply committed to honouring fundamental human rights and as such prohibits the use of forced labour in any form throughout all of our operations and supply chains. This includes taking the necessary actions to comply with the requirements set forth within the Canada Modern Slavery Act.

Swift Supply has evaluated and continues to monitor and enforce our obligations under the Canada Modern Slavery act through our Supplier Code of Conduct and our employee training manuals, which outline the expectations and guidelines of Swift Supply regarding ethical sourcing throughout our supply chain. These policies outline minimum standards that all employees, vendors, suppliers, and contractors must adhere to. These standards include: operating in full compliance with applicable laws, acting ethically and with integrity, avoid supporting or engaging in any form of modern slavery, follow applicable laws and regulations governing the rights of workers, providing employees with at least the minimum wage and benefits required by applicable laws, ensuring a workplace free from harassment, coercion, abuse, or discrimination. Additionally, all suppliers are required to report any breach or potential breach of our Supplier Code of Conduct to Swift Supply. Swift Supply will not knowingly conduct business with any business partner who violates these standards.

Swift Supply has no evidence to suggest that forced labour practices are occurring in any of our supply chain activities and we remain committed to continuous monitoring and improvement in our efforts to mitigate modern slavery risks. We will continue to work closely with our suppliers, industry partners, and stakeholders to uphold the highest ethical standards and ensure that all workers within our supply chain are treated with dignity, respect, and fairness. Failure of our suppliers to make these same commitments or to comply with our Supplier Code of Conduct may lead to the termination of business dealings with such suppliers.

Swift Supply encourages staff and third parties to raise any concerns about illegal or unethical conduct, including modern slavery through confidential reporting mechanisms. No retaliation will be taken against any employee found to be raising concerns in good faith. Swift Supply will investigate, address, and respond to the concerns of all stakeholders and will take appropriate corrective action, if needed, in response to any violation.



**Swift Oilfield Supply Incorporated Modern Slavery Report**

**Reporting Year: 2023**

This report has been reviewed and approved by the governing body of Swift Supply and will be reviewed and updated as necessary to ensure the report is up to date with current Swift Supply controls and the Canada Modern Slavery act requirements.

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. I confirm that I have the authority to bind Swift Oilfield Supply Incorporated.

A handwritten signature in black ink, appearing to read "Brett Peat".

Brett Peat

Vice President – Supply Chain

May 31, 2024