



VR Mechanical Solutions Inc.'s Report on Forced Labour & Child Labour in Supply Chains Act

1. This report is for which of the following: Entity
2. Legal name of reporting entity or government institution: VR Mechanical Solutions Inc.
3. Financial Reporting Year:
Start Date: July 1st, 2022
End Date: June 30th, 2023
4. Is this a revised version of a report already submitted this reporting year? No
5. For entities only, Business Number: 804 181 055
6. For entities only, is this a joint report? No
7. For entities only, is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? No
8. For entities only, which of the following categorizations applies to the entity? Select all that apply:
The following apply:
 - Has a business in Canada
 - Does business in Canada
 - Has assets in CanadaMeets size related thresholds, the following apply:
 - Has at least \$20M in assets for at least one of its two most recent financial years
 - Has generated at least \$40M in revenue for at least one of its two most recent financial years
 - Employs an average of at least 250 employees for at least one of its two most recent financial years
9. For entities only, which of the following sectors or industries does the entity operate in?
Construction
10. For entities only, In which country is the entity headquartered or principally located? Canada
11. If in Canada, in which province or territory is the entity headquartered or principally located?
Ontario



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Annual Report – Reporting for Entities

1. What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? The following apply:
 - Developing and implementing an action plan for addressing forced labour and/or child labour
 - Developing and implementing training and awareness materials for forced labour and/or child labour
 - Other: All employees hired live in Ontario and are Canadian Citizens. Majority of employees are members of a union (Local 46 - Licensed Plumbers and Steamfitters, Toronto) and we hire them from there.
2. Which of the following accurately describes the entity's structure? Corporation
3. Which of the following accurately describes the entity's activities? The following apply:
 - Selling goods, in Canada
 - Distributing goods, in Canada
4. Has the organization identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?
 - Yes we have started the process of identifying risks, but there are still gaps in our assessments.
5. Does the organization currently have policies and due diligence processes in place related to forced labour and/or child labour?
 - Yes
6. If yes, which of the following elements of the due diligence process has the organization implemented in relation to forced labour and/or child labour? The following apply:
 - Embedding responsible business conduct into policies and management systems
7. If yes, has the organization identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains?
 - None of the above



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8. Has the organization identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?
 - None of the above

9. Has the organization taken any measures to remediate any forced labour or child labour in its activities and supply chains?
 - Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

10. Has the organization taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?
 - Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

11. Does the organization currently provide training to employees on forced labour and/or child labour? No

12. Does the organization currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? Yes

13. If yes, what method does the organization use to assess its effectiveness? The following apply:
 - Setting up regular review or audit of the organization's policies and procedures related to forced labour and child labour

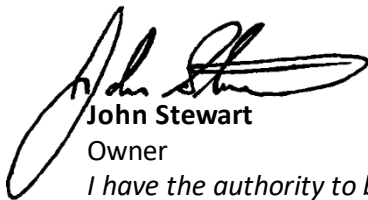


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Attestation by VR Mechanical Solutions Inc.

This report has been reviewed and was approved by the owner of VR Mechanical Solutions Inc. April 30, 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.



John Stewart
Owner
I have the authority to bind VR Mechanical Solutions Inc.

Date of Signature
April 30th, 2024