



VERTEX

VERTEX RESOURCE GROUP LTD.

2023 MODERN SLAVERY REPORT

**Fighting Against Forced Labour & Child Labour
in Supply Chains Act**

INTRODUCTION

Headquartered in Sherwood Park, Alberta, Vertex Resource Group Ltd. (Vertex) serves as a leading provider of environmental and industrial consulting and field services. Our commitment to corporate social responsibility is deeply ingrained in our company values, as exemplified by our dedication to ethical business practices and the upholding of human rights.

Our supply chains include professional services firms acting as sub-consultants and contractors (in the delivery of professional services and works), as well as individual sub-consultants and suppliers of services, goods, and equipment to our offices. We also work with partner companies from time to time. These operations largely take place in Canada, with select locations in the United States.

Building upon our core values of **Integrity, Safety, Critical & Creative Thinking, Relentless Execution, and Constantly Evolving**, Vertex endeavors to foster positive impacts for our stakeholders and the communities we serve. This commitment is reflected through our Environmental, Social, and Governance (ESG) responsibilities, as reported on our website. Furthermore, we recognize the critical importance of maintaining transparent, ethical, and inclusive operations, firmly rejecting forced labour and child labour.

ABOUT THIS REPORT

This joint report has been created in compliance with the requirements of Canada's **Fighting Against Forced Labour and Child Labour in Supply Chains Act** (the Act) and has been prepared on behalf of Vertex Resource Group Ltd. (BN837338474) and its applicable entities.

These entities include:

- Dominion Leasing Inc. (BN862254695)
- Vertex Field Services Ltd. (BN878133305)
- Vertex Professional Services Ltd. (BN135215424)
- Vertex Resource Services Ltd. (BN100184183)

As required by the Act, this report summarizes the steps that we have taken during the year ending December 31, 2023 to prevent and reduce the risks of forced labour and/or child labour from being used during the production of goods in Canada or the importation of goods into Canada, by Vertex.

This report has been endorsed by our board of directors and reflects our ongoing commitment to transparency and accountability. We invite all Vertex stakeholders to join us in our pursuit of a supply chain that exemplifies the highest standards of ethical conduct and social responsibility.

ZERO TOLERANCE

Through our policies and our core values, Vertex sets a high standard for our employees, vendors, customers, contractors, and officers, firmly rejecting forced labour and child labour with zero tolerance.

Through a variety of policies and measures, Vertex stakeholders collectively work to ensure these forms of labour exploitation are identified and thoroughly investigated within our supply chain.

The following Vertex policies below (but not limited to) reinforce our zero tolerance stance and adherence to the Act:

WHISTLEBLOWER POLICY SUMMARY

Vertex encourages staff to report any suspected violations of company policies or laws to Human Resources, or the Executive Group. An investigation will be conducted, and results will be shared with the complainant and the relevant Executive. Anonymity will be protected as much as possible, and individuals can report concerns without fear of reprisal. Any retaliation or harassment will be reported to Human Resources and addressed accordingly.

HUMAN RIGHTS POLICY SUMMARY

Human Rights legislation aims to protect individuals from discrimination and ensure equal treatment regardless of characteristics like race, color, religion, sex, sexual orientation, national origin, age, or disability. At Vertex, employment decisions are based on merit, qualifications, and abilities. The company does not discriminate in any aspect of employment and will make reasonable accommodations for qualified individuals with disabilities unless it causes undue hardship.

Employees with concerns about discrimination are encouraged to contact Human Resources and can do so without fear of reprisal. Anyone found guilty of unlawful discrimination will face disciplinary action, including possible termination.

STANDARDS OF CONDUCT SUMMARY

Vertex aims for success through our decisions and actions that benefit the company without compromising our ethical standards. Written standards of conduct are essential for guiding staff behavior. All employees must act ethically, and a good measure is to consider whether an action can be justified by an unbiased outsider.

ADDRESSING VULNERABILITY

Vertex requires its directors, officers, employees, and contractors to conduct business ethically, while adhering to the company Code of Conduct. This also includes adhering to human rights laws and labour codes.

While Vertex Entities have not identified any instances of forced labour or child labour in our operations or supply chain, we are in the process of refining and improving procedures to identify these risks.

Vertex's commitment to addressing vulnerability within our supply chain:

- Assessing the parts of our business and supply chain that carry a risk of forced and child labour.
- Creating and updating policies to manage the risk of forced labour and child labour in our operations.
- Taking measures to remediate any forced or child labour discovered, which may include steps to rectify the loss of income to vulnerable families affected by these practices.

EDUCATION & AWARENESS

Vertex is committed to fostering a culture of awareness and responsibility regarding human rights principles, ethical business practices, and legal obligations among our employees, vendors, customers, contractors, and officers. This commitment is reflected through our corporate HR policies and guidelines, as outlined in our Zero Tolerance approach.

To further educate our employees on the risks of forced and child labour, and raise awareness of its effects, we are in the process of creating a policy and implementing mandatory training for employees. Training will be designed to ensure that personnel are aware of our obligations, as outlined by the Act. This will be implemented as needed.

CONTINUOUS IMPROVEMENT

Vertex is dedicated to operating in an ethical and socially responsible manner, while always respecting human rights. We are also committed to growing and improving upon our operations.

With respect to assessing the effectiveness in ensuring forced labour and child labour are not being used in our activities, Vertex Entities are currently using the following methods:

- We encourage stakeholders to share concerns related to violations of the Act, company policies or applicable laws via a confidential whistleblower system.
- Management prepares an annual report to the board on the steps it has taken during the previous year to prevent and reduce the risk that forced labour or child labour is being used in its supply chain or operations.

REPORT APPROVAL AND 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 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.

I have the authority to bind Vertex Resource Group Ltd. and the entities listed in this document.



Terry A. Stephenson
President & CEO

Date: May 28, 2024

CONTACT US

If you have any inquiries concerning the 2023 MODERN SLAVERY REPORT: Fighting Against Forced Labour and Child Labour in Supply Chains Act, please contact inquiries@vertex.ca.

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