



2023 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Introduction

This joint report has been prepared by Visscher Holdings Inc. and Westform Metals Inc under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") for our financial year ending December 31, 2023.

Visscher Holdings Inc. and Westform Metals Inc are part of a group of companies that have operated in British Columbia for over 60 years (collectively referred to in this report as the "Visscher Group"). We manufacture metal roofing and wall cladding used in residential, agricultural, and commercial applications. These products are sold in Western Canada. We also manufacture gazebos and specialty wood products which are sold throughout North America. Our companies are committed to respecting the human rights of workers impacted by our operations.

Organizational structure, activities, and supply chain

The Visscher Group is a family-owned group of companies. Our head office and manufacturing facilities are in Chilliwack, British Columbia. We employ approximately 200 permanent employees. We do not use temporary workers or hire workers through labour agents or other intermediaries.

We are active members of the Canadian Federation of Independent Businesses and the Excellence in Manufacturing Consortium. We are certified by the Programme for the Endorsement of Forest Certification (PEFC), a global program which promotes sustainable forest management through independent third-party certification.

The activities of the Visscher Group include manufacturing metal roofing and wall cladding for residential, agricultural, and commercial structures, manufacturing specialty wood products and gazebos, operating long haul tractor trailers to transport metal products, and operating a distribution warehouse in Alberta.

We source lumber from within British Columbia, which includes a portion of lumber with PEFC certification. We import steel coils from Taiwan and aluminum windows and doors from China. We procure equipment, tools, and supplies used in our manufacturing facilities from reputable manufacturers and distributors, primarily located in the Lower Mainland, with some imported from the United States.

Steps to prevent and reduce the risks of forced labour and child labour

This reporting year, the steps taken by the Visscher Group to prevent and reduce the risks of forced labour or child labour in our operations and supply chain included:

- continuing to implement workplace safety policies and comply with British Columbia laws relating to the safety, minimum age, and working conditions of our employees,
- continuing to procure goods from reputable, established suppliers, and

- starting to develop a Supplier Code of Conduct, which will establish our expectations for responsible sourcing and respect for the rights of workers impacted by our suppliers' operations.

Policies and due diligence processes

To manage labour-related risks in our operations, the Visscher Group has adopted policies that protect the health and safety and comply with British Columbia laws relating to the safety, minimum age, hours, and working conditions of our employees.

Our Health and Safety Policy sets expectations for employees, supervisors, and managers relating to workplace safety. All employees receive training on their rights and responsibilities under our Health and Safety Policy. Our policies are accessible to all employees through an online information portal. We have established a Joint Health and Safety Committee, comprised of both management and employees, who are responsible for ensuring that our Health and Safety Policy is properly enforced.

Our Bullying and Harassment Policy prohibits all forms of harassment or violence against or by any worker on our worksites. We have zero tolerance for any abuse to workers or human rights violations. The Bullying and Harassment Policy sets out procedures for employees to report any grievances, as well as mechanisms for such grievances to be investigated and remedied.

Our Whistleblower Policy establishes a reporting mechanism for employees to anonymously voice concerns regarding employee health and safety issues and human rights violations without the risk of retaliation.

To manage risks in our supply chain, the Visscher Group maintains long-term, repeated relationships with our main suppliers. Our procurement team or purchasing agents visit our overseas suppliers on at least on an annual basis, which enables us to assess risks associated with their operations and conditions of their facilities. We started developing a Supplier Code of Conduct, to set our expectations for responsible sourcing and respect for the rights of workers impacted by our suppliers' operations.

Assessing the risk of forced labour and child labour

We have not identified risks of forced labour or child labour in our operations or extended supply chain. Our operations are at low risk of forced labour and child labour, given that we employ our workers directly and comply with applicable health and safety, employment standards, and human rights laws.

We rely on our domestic suppliers to comply with Canadian laws, and on our international suppliers to operate ethically and with respect for the human rights of their workers and those impacted by their operations. We are committed to reviewing and updating our approach to risk assessment over the extended supply chain as transparency over the global supply chain increases.

Remediation measures and remediation of loss of income

The Visscher Group encourages employees in our operations to report misconduct, in accordance with our Bullying and Harassment Policy and our Whistleblower Policy. To date, we have not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such have not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

The Visscher Group provides regular health and safety training to our employees as required by British Columbia laws. In this reporting year, we did not develop training for employees on the risks of forced labour and child labour in supply chains.

Assessing effectiveness

The Visscher Group actively monitors the compliance of our management, supervisors, and employees with the standards and requirements set out in our Health and Safety Policy and Bullying and Harassment Policy. In this reporting year, we did not adopt any specific mechanisms to assess, measure, or track the effectiveness of steps taken to prevent or reduce the risks of forced labour or child labour.

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 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.

Dated in the City of Chilliwack, British Columbia, this 29 day of May, 2024.



Art Dekker

Director

I have the authority to bind the Visscher Group.