

Bunch Welding Limited

Report on Fighting Against Forced Labour and Child Labour in Supply Chains Act **Updated for 2025 submission**

Bunch Welding Limited is a Canadian company Incorporated in the Province of Alberta, performing welding fabrication for the Oil and Gas industry in Western Canada. Bunch generally has an employee base that ranges from 250 employees to 400 employees depending on project workload, employee availability and general economic activity in our operating area. As part of Bunch's regular course of business, Bunch purchases materials and services from a wide range of Canadian companies, but does not import goods directly.

Bunch Welding Limited has a standard vendor vetting policy which includes a request for information about the vendor's status relating to Canada's 'Fighting Against Forced Labour and Child Labour in Supply Chains Act'. All new vendors applying for authorization to work for Bunch are required to complete the form for new vendor enrollment and submit that information to Bunch's administration team for review. The information that is submitted to our administration team for review is then either approved, rejected or a request for additional information from that prospective vendor is made.

Bunch Welding Limited has not identified any opportunities in their supply chain that could be negatively impacted under the Fighting Against Forced Labour and Child Labour in Supply Chains Act, from those members of the supply chain that Bunch deals with directly. Our vendors are varied, with many of them being smaller, local operators, some are franchisees, and others are members of larger chains that operate through Canada. By quantity, the vast majority of our vendors do not fall into the requirements set out for the reporting under the Act, but we attempt to recognize any areas of concern regardless of the size of the company we are dealing with.

When it comes to our own staffing, under both the Provincial and Federal governmental Labour legislation there are limitations set for the age of employees that can be utilized in our workforce, and we follow this legislative guidelines in all our employment situations. In any situations where there is a question about the legislative requirements for hiring a new employee, decisions are reviewed and made by our staffing teams based on the labour standards in place. If there are still concerns, we seek outside legal advice. Our Health & Safety standards also set out guidelines for any workers rights, such as the right to refuse work in unsafe conditions, the right to time off between shifts, and the right to breaks during the workday. All employee working conditions are monitored by our Field Supervision teams, our Safety teams, our Human Resources team, and our company's executive management.

With another year to review our suppliers and subcontractors within our supply chain we have not found anything to identify areas of risk of the use of Forced Labour or Child Labour in our direct supply chains. Our purchases of materials includes a large amount of materials utilized in the welding function for piping and structural steel construction, and these items may be sourced by our suppliers from countries around the world, but we, Bunch Welding Limited, do not buy direct from any distributors that do not have local operations in Canada. It is difficult to track back the full supply chain path for our suppliers of these materials, as the pathways the raw materials take can change depending on global pricing and supply constraints that our distributors are unlikely to share with us. We therefore trust our processes are bringing the expectation of control in the supply chain to avoid contravention of the use of Forced Labour or Child Labour. It is our expectation that the materials that we purchase through our local suppliers, if they are coming from another country, are sourced from the United States when not produced or sourced here in Canada.

We have not become aware of any situations of anything in our supply chains that would raise 'red flags' in relation to the Fighting Against Forced Labour and Child Labour in Supply Chains Act, so we have not had to take any remediation actions for forced or child labour, nor for loss of income due to being forced to take actions to eliminate the use of forced or child labour in our supply chains. Bunch Welding Limited would move to redirect our purchasing activities for materials or services if incidences of Forced Labour or Child Labour are proven to be part of our supply chain, or to request from our suppliers that they adjust their purchasing operations to meet the expectations of this Act.

Bunch Welding Limited does currently have documentation in our shared server that our staff can access, but we do not actively enforce a training program on our employees in regards to the 'Fighting Against Forced Labour and Child Labour in Supply Chain Act'. This report being included in our Management Information System documents, with employees able to access this report through that system, is an improvement on where we were in our previous reporting. Training will still have to be developed, at which time the decision on whether to train all staff with the same level of detail, or to adjust the training based on employee classification, still needs to be determined as part of the training plan.

Attestation of the Report

"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."

Full Name: Darcy Pawlak

Title: Financial Controller

Date: May 8, 2025

Signature: Darcy Pawlak

'I have the authority to bind Bunch Welding Limited'