



## **Annual Report on Forced and Child Labour in Supply Chains under Bill S-211**

**Reporting Year: 2025**

### **1. CIMS Limited Partnership Structure, Activities and Supply Chains:**

CIMS Limited Partnership is a North American-based company specializing in large plant shutdowns and complex industrial projects across British Columbia, Alberta, Saskatchewan, Manitoba, and Ontario. Our business model is service driven, with revenue generated through operations rather than product sales. Our integrated corporate structure remains unchanged from the previous year, ensuring consistency across all divisions. All purchase orders are governed by standardized Terms and Conditions (T&Cs) to maintain ethical and operational uniformity.

### **2. Policies and Due Diligence Processes**

#### **a) Policies on Forced and Child Labour**

CIMS Limited Partnership strictly prohibits forced labour, child labour, and human trafficking in all aspects of our business and supply chain. Our Supply Chain Policy, publicly available on our company website, reinforces our commitment to ethical labour practices.

#### **b) Due Diligence & Risk Management**

To ensure compliance with **Bill S-211**, we have:

- Strengthened our Supplier Qualification and Approval process, incorporating rigorous checks to verify ethical labour practices.
- Prioritized sourcing from North American suppliers (Canada and the U.S.), with minimal procurement from low-risk Western European suppliers, significantly reducing exposure to forced or child labour risks.
- Avoided offshore sourcing from regions with higher risks of labour violations.

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### 3. Identified Risks and Mitigation Measures

- Primary Risk Factor: Potential exposure through subcontractors or indirect suppliers.
- Mitigation Actions:
  - Supplier pre-qualification with mandatory compliance declarations.
  - Ongoing monitoring of labour practices within our supply chain.
  - Zero-tolerance policy for violations, leading to immediate termination of non-compliant suppliers.

### 4. Training and Awareness

We maintain continuous communication with employees to ensure:

- Awareness of **Bill S-211** requirements.
- Familiarity with company policies on forced and child labour.
- Ability to recognize and report potential indicators of labour exploitation.

### 5. Remediation Measures

- Immediate termination of business relationships with any supplier found in violation of ethical labour standards.
- No tolerance for forced or child labour—no exceptions.

### 6. Assessment of Effectiveness

CIMS Limited Partnership remains fully committed to maintaining a child- and forced-labour-free supply chain. Our proactive measures—including North American sourcing, strict supplier vetting, and employee training—have effectively minimized risks. We will continue monitoring, reporting,

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and improving our processes to uphold integrity, respect, and sustainability in all business operations.

## 7. Leadership Summary

In alignment with Bill S-211's mission to eradicate forced and child labour, CIMS Limited Partnership has assessed its supply chain risks and implemented robust controls. With ~95% of suppliers based in Canada and the U.S. (and the remainder in Western Europe), our supply chain presents a low risk of exposure to unethical labour practices. We remain dedicated to ethical sourcing and full compliance with all regulatory standards.

This report has been reviewed and approved by the leadership of CIMS Limited Partnership.

A handwritten signature in black ink, appearing to read 'M. Delpont', positioned above a horizontal line.

Name: Margot Delpont

Title: Chief Finance Officer

Date: April 28, 2025

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## Attestation Statement

We, the undersigned, on behalf of **CIMS Limited Partnership**, hereby attest that:

1. To the best of our knowledge, the information provided in this annual report is accurate and complete as of December 31, 2024.
2. We have reviewed and assessed our operations and supply chains for risks of forced labor and child labor in accordance with Canada's Bill S-211.
3. No instances of forced labor or child labor were identified in our supply chain during the reporting period.
4. We have implemented due diligence processes, policies, and training programs to mitigate these risks, as detailed in this report.
5. We remain committed to continuous improvement in ethical sourcing and labor practices.

This report has been approved by the governing body of CIMS Limited Partnership.



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Margot Delpont  
Chief Finance Officer  
CIMS Limited Partnership  
April 28, 2025