

Fight Against Forced Labour and Child Labour – Report May 2025

This report is for Chamco Industries Inc. (Business Number 100912450) for the 2024 reporting period, covering January 1, 2024, through December 31, 2024.

This is an original report and is not joint with any other entity. Chamco does not have any other obligations to report to any jurisdictions outside of Canada on Forced and Child Labour. Chamco is a privately held company and is categorized as being required to report meeting the size-related thresholds, place of business and assets held in Canada. Chamco operates in the industrial equipment sales and service sector. It manufactures, services, and sells equipment in various industrial markets. The company is located in Western Canada and sells its products and services both in Canada and internationally.

Current Assessment

The company currently has policies in place that prohibit the hiring of forced labour or child labour and provides equal employment opportunities. Operating in accordance with the highest labour standards the company's maintains policies supporting the following:

- No internal hiring of forced labour and/or child labour.
- Maintaining internal controls to ensure that all employees are recruited voluntarily.
- Providing a system for any complaints to be raised, properly investigated and addressed.
- Vendor qualification and evaluation processes to ensure vendors are reputable and meet the company's requirements.

Company Structure

Structure

- The company is an Alberta corporation with locations in Western Canada.
- The company employs approximately 100 people.
- The company operates independently and did not control any other entities during this reporting period.

Activities

- The company manufactures goods within Canada for sale both within Canada and Internationally.
- Its supply chain consists of company's located in both Canada and the United States.
- All the company's employees are located in Canada.

Supply Chain

- Chamco's supply chain primarily consists of Canadian and American globally recognized organizations that meet fair trade practices.
- The company assessed our supply chain for risk relating to forced labour and/or child labour. This process included identifying locations of operation for our suppliers and confirming their conformance to Bills 211 standards through a survey and acknowledgement. The risk has been assessed as low based on the following:
 - The company's vendors are based in either Canada or the United States.
 - The qualification procedures that the company utilizes to approve its vendors.
 - Responses from vendors acknowledging their compliance to Bill S21
- At this time there are no identified risk in the company's activities and supply chain that need to be addressed.

Policy and Due Diligence

- The company's internal policies prevent the hiring or use of forced labour and/or child labour. The company has completed an assessment of this statement, and it is found to be true.
- The company requires its vendors to provide statements that they comply with the Canadian legislation contained in Bill S-211.
- The company provide specific training internally as required to ensure that requirements of Bill S-211 are upheld by responsible team members.

Risks and Remediation

The company has not identified any risks or evidence that it needs to remediate any forced labour or child labour.

Employee Training

The intent and requirements of Bill S-211 were shared and reviewed with Chamco's employees who are responsible for implementation of successful social governance initiatives within the company. Chamco ensured all employees responsible had been trained as appropriate.

Effectiveness

Company Activities

- The company's current policies and practices have been effective in ensuring that the company meets the requirements of Bill S-211 within the organization.
- The company has conducted an internal audit of its activities and has determined that the company has low exposure to any risk associated with forced labour and child labour internally.

Supply Chain

Chamco's survey for collecting responses from existing vendors proved 11% effective amongst our Canadian supply chain and 6% effective amongst our US supply chain.

Vetting new suppliers for supply chain risks ahs returned 100% responses from vendors confirming compliance.

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 Chamco Industries.