

Forced Labour and Child Labour Report 2024



Introduction

ControlChem is committed to upholding Canadian human rights and labour laws and prohibits the practice of forced labour and child labour that are included in the forms of modern slavery. ControlChem is dedicated to working with our suppliers to prevent and mitigate the risk of forced labour and child labour within our supply chains.

Business Structure and Activities

ControlChem Canada Ltd. was incorporated in 1989 and is headquartered in Burlington, Ontario, Canada. ControlChem is a supplier and distributor of industrial water treatment chemicals and services in Canada and the United States.

Supply Chains

ControlChem supply chains are crucial for the production and manufacturing of water treatment chemicals. Chemicals and supplies are sourced from manufacturers and suppliers located in Canada and internationally.

Policies and Due Diligences

ControlChem has developed and implemented a new Forced Labour and Child Labour Policy and a new Supplier Evaluation Survey. The survey is designed to assess and identify the risk of forced labour and child labour within our supply chains.

To date, surveyed suppliers have confirmed that they do not engage in such practices, nor are they aware of any instances of forced labour or child labour occurring within their own supply chains.

Measures to Remediate

In the event that forced labor or child labor is identified within our operations or supply chains, ControlChem will take prompt and decisive action to remedy the situation. This

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may include ceasing business relationships with non-compliant suppliers and implementing corrective measures to prevent future occurrences.



Training

ControlChem initiated a training program in 2024 to promote awareness of forced and child labour practices and ensure compliance across our workforce, suppliers, and contractors.

Assessing Effectiveness

The effectiveness of the strategies developed and implemented to prevent and mitigate the risk of forced labour and child labour in our supply chain has led to increased awareness and will continue to be reviewed and assessed throughout the 2025 fiscal year.

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.

Douglas Fast

President

Date: May 16, 2025

A handwritten signature in black ink, appearing to read 'Douglas Fast', is written over a horizontal line. The signature is stylized and cursive.

I have the authority to bind ControlChem Canada Ltd.

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