



FORCED LABOUR AND CHILD LABOUR

2024 REPORT





CORPORATE STRUCTURE AND BUSINESS ACTIVITIES

Craig Manufacturing (Craig) is a family-owned, innovative manufacturer of attachments for off highway equipment in the North American market.

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This report covers Craig Manufacturing Ltd., a corporation incorporated in the Province of New Brunswick and Craig Manufacturing USA, Inc. a corporation incorporated in the State of Tennessee, a related company. Craig has been in business since 1946. There are 2 manufacturing sites located at 96 McLean Ave., Hartland, NB and 408 Commerce Way, Ethridge, TN with 2 sales and service sites, located at 315 Thompson Drive, Cambridge, ON and 99 27323 TWP Road 394 Lacombe County, AB. In 2024, land was purchased to build a fifth branch in Dallas, Fort-Worth, Texas.

Craig distributes its attachment products primarily through an extensive Dealer Network in the North American market. North American shipments are done with partner carriers that are all Customs Trade Partnership Against Terrorism (CTPAT) certified.



SUPPLY CHAIN AND RISK EXPOSURE TO FORCED LABOUR AND CHILD LABOUR

The supply chain team supporting the operations are based out of Hartland, NB and Lawrenceburg, TN. The team is responsible for sourcing required raw materials and parts to support the manufacturing process, non-manufactured parts for our customers, and any capital equipment required for the operations.

Craig directly purchases goods from companies operating in Canada, USA, France, China, and India. The indirect supply chain extends to Mexico, Japan, Sweden, Germany, New Zealand, and Australia. The two higher risk countries were India and Mexico as identified in the Global Slavery Index at walkfree.org.

Through supply chain mapping exercises, it was determined that over 70% of Craig Manufacturing's total yearly spend is sourced from North American suppliers who have submitted Forced Labour & Child Labour Reports for 2023. Craig attempts to align with suppliers with similar values and practices. For our top (10) suppliers that were not required to submit a report, they are all known to Craig through long existing relationships and team members have visited their locations in person.

Craig has operated in an area of low risk forced labour and child labour for most of its history. New overseas suppliers, which may present more risk, have only been introduced in the last 10 years. Each of the key direct offshore suppliers has been visited by a Craig team member or a 3rd party entity from within that country on Craig's behalf. This site visit was not only to ensure minimum quality standards could be met but that the supply partner operated in a manner that would align with Craig's Forced Labour and Child Labour Policy, as well as safety and code of conduct objectives.

With the introduction of the Canadian act to Fight Against Forced Labour and Child Labour in Supply Chains, there is now more awareness of the potential risk and the requirement to ensure our suppliers are not using exploitive practices in their operations.



POLICIES AND STANDARDS

As part of Craig's mission, Craig is committed to providing our Team Members with a stable, and safe working environment that encourages personal and team development. Furthermore, all team members will be treated with the same respect and integrity within the organization that we expect them to uphold with our customers and suppliers. This commitment is further supported with our Code of Conduct policy.

Along with a deep and ingrained commitment to safety, the Craig team is committed to upholding and supporting human rights. We stand firmly against the practice of forced labour and child labour in our operations and across our supply chain.



TO SUPPORT THIS EFFORT, THE SUPPLY TEAM WILL CONTINUE WORKING ON THE FOLLOWING INITIATIVES:

- **Continuing in-depth mapping of the supply chain, identifying higher risk suppliers either by geographical region or industry.**
- **Continuing review of those higher risk suppliers to determine if further investigation or remediation measures may be required to ensure no existence of forced labour or child labour.**
- **Continuing to enforce and increase awareness of our Forced Labour and Child Labour policy, and to assist with...**
 - Training existing and new team members on the scope of what forced labour and child labour actually is.
 - Supporting Craig's efforts to assist with the eradication of forced labour and child labor in our supply chain.
- **Continue developing a methodology to be able to assess the effectiveness of our efforts in preventing and reducing the risk that forced labour or child labour exists within the company or the supply chain.**

REMEDIATION MEASURES

No instances of forced labour or child labour were identified in 2024, therefore no remediation measures were taken.

REPORT APPROVAL AND ATTESTATION

In accordance with the requirements of the Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Craig Manufacturing. 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 January 1/2024 to December 31/2024

I have the authority to bind the Craig Corporations.

Ben Craig
President
May 05, 2025

