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durabuiltwindows.com

Fiscal Year 2024

CANADIAN MODERN SLAVERY STATEMENT

Introduction

This statement has been published pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). Each of the reporting entities named below (together, the "Reporting Entities") are required to submit a statement under the Act.

- **Durabuilt Windows & Doors Inc**

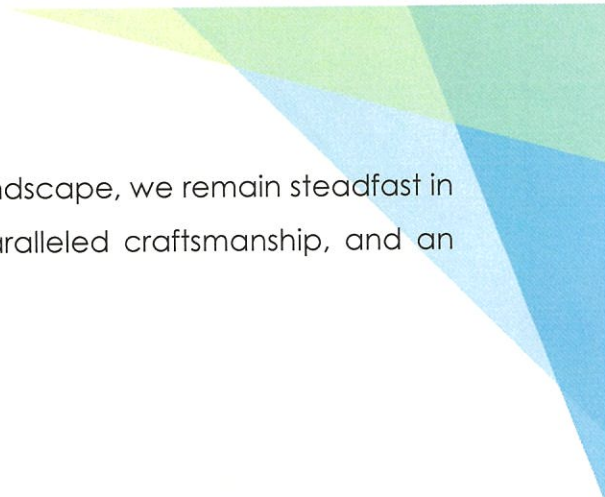
Our Organization (About Us):

Durabuilt Windows & Doors Inc. is a distinguished company with a rich history spanning over 35 years. Founded as a modest one-room shop with a small team, Durabuilt has evolved into one of Western Canada's premier window and door manufacturers. Our success is rooted in our unwavering commitment to customer satisfaction and the embodiment of our core values: ownership, individual, driver, caring, and innovation.

Over the years, Durabuilt has made significant strides in the industry, continually pushing boundaries and embracing cutting-edge technologies. Despite our modern advancements, we remain devoted to upholding the timeless principles of meticulous attention to detail, unwavering quality, and exceptional craftsmanship that have been instrumental in shaping Durabuilt's legacy.

At Durabuilt Windows, we prioritize our customers above all else. With a deep understanding of your unique needs and aspirations, we strive to provide tailored solutions that align seamlessly with your vision.

Rooted in our core values of ownership, individualism, drive, caring, and innovation, Durabuilt Windows & Doors Inc. stands as a beacon of excellence in the industry. As we



continue to evolve and adapt to the ever-changing landscape, we remain steadfast in our commitment to delivering superior products, unparalleled craftsmanship, and an unwavering dedication to customer satisfaction.

Organization Structure:

Organization structure refers to the formal framework within an organization that defines how tasks are coordinated, divided, and supervised to achieve the organization's objectives. It establishes the relationships between different roles, departments, and levels of authority within the organization.

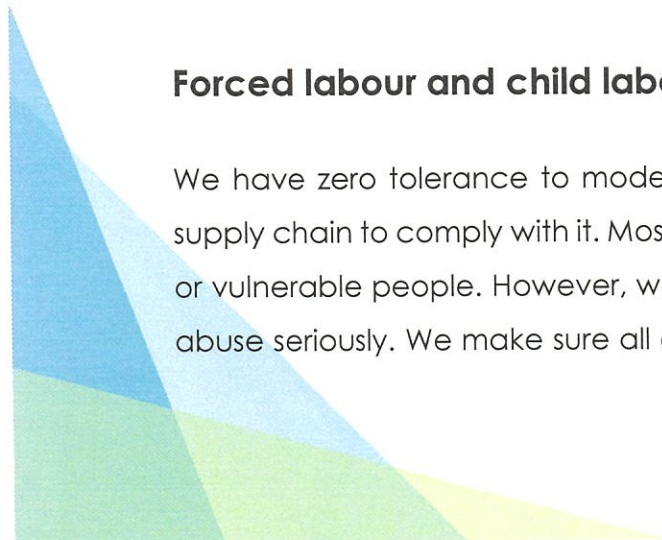
The hierarchy in the organization defines the level of authority and the chain of command within the organization. It depicts the reporting structure in the organization and clear line of supervision. The organization is divided into various departments such as marketing, finance, human resources, operations, etc. This facilitates formal pathway through which the information flows within the organization, vertical and horizontal. Each department have specified duties and tasks that are assigned to individuals and teams, to ensure role clarity and avoiding ambiguity.

Coordination mechanism are processes designed to ensure that different parts of the organization work together effectively, such as committees, cross-functional teams, or liaison roles.

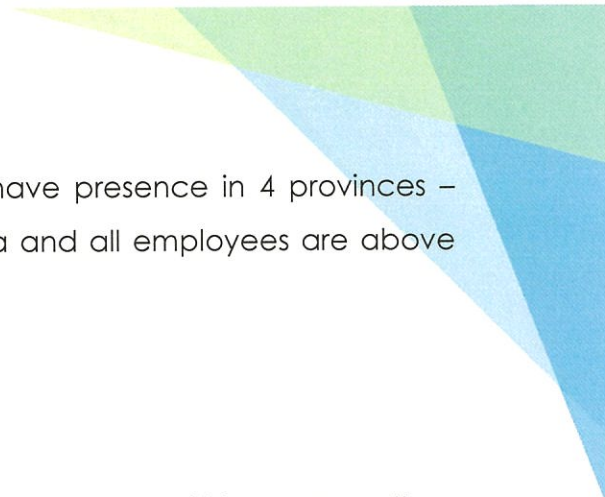
Number of employees – 690

Partner Organizations – NONE

Forced labour and child labour risks



We have zero tolerance to modern slavery and child labour and expect those in our supply chain to comply with it. Most of our work do not bring us into contact with children or vulnerable people. However, we take the protection of others and the prevention of abuse seriously. We make sure all employees working with us meets statutory obligation



of the province's incumbents age requirements. We have presence in 4 provinces – Alberta, Saskatchewan, British Columbia and Manitoba and all employees are above the minimum age requirements of work.

Remediation measures

We have not discovered any instances of forced labor or child labor within our operations or supply chains. Nevertheless, we're committed to ongoing risk assessment and diligent measures to mitigate any potential risks moving forward. This includes adherence to our supplier policies, Code of Conduct, and regular supplier audits, which entail a thorough examination of local labor regulations to ensure our suppliers are in full compliance.

Training

All new hires are oriented to our practice of hiring and/or procurement. This onboarding is delivered by the HR and respective department managers to the staff.

We understand that the concept of modern slavery is a difficult one for some of us to understand and that the legal requirements to deal with it are new. We have implemented awareness about this Modern Slavery in our new hires onboarding and orientation training. We also continue to make considerate efforts in the following areas:

Educating our staff and managers with responsibilities in labour and procurement on the identification and prevention of modern slavery and child labour.

Accessibility to legal guidance through our qualified legal team, as needed.

Approval

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 Durabuilt Windows & Doors Inc. 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 Durabuilt Windows & Doors Inc.



Amar Randhawa

Chief Operating Officer

Date: May 22nd, 2025