

### Modern Slavery Statement for the Financial Year ended 2024

This statement is made pursuant to Bill S-211, an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains and to amend the Customs Tariff. This statement outlines the approach and initiatives by Dawson Construction Limited (DCL) to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year commencing January 1, 2024, and ending December 31, 2024.

Respect for human rights is paramount, and Dawson Construction Limited is committed to an ethical and sustainable supply chain. This includes taking all steps to ensure that items procured by DCL are not manufactured with forced and/or child labour. Items within DCL supply chain which must be imported into Canada are done so from Countries with clear labour standards and laws to prevent the use of forced and/or child labour.

### Corporate Structure

Dawson Construction Limited was incorporated as a limited company in 1963, its head office is located at 1495 Iron Mask Road, Kamloops, British Columbia.

### Supply Chain

Dawson Construction procures primarily all source materials, parts, and equipment from businesses operating in Canada, except for some small specialty parts produced in the United States or imported into the United States by reputable businesses. All products procured from outside of Canada are directly consumed by Dawson Construction Limited, and are not repackaged, or remarketed within Canada.

### Risks in Supply Chain

Dawson Construction Limited annually conducts an internal risk assessment when evaluating their supply chain. The risk of forced and/or child labour within DCL's supply chain is very low but does include the following risks.

#### Risks

- Low-cost parts may have untraceable backgrounds.
- Untraceable raw materials for parts produced in the United States.

#### Actions Taken

- Parts have been sourced from well-known suppliers in countries with recognized labour



standards that meet or exceed the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

## Remediation

Dawson Construction Limited implemented a formal policy and risk assessment questionnaire to assist employees with policy compliance in Q4, 2024. The policy will include zero-tolerance for suppliers who use forced and/or child labour when producing goods. Based on risk assessment findings, any businesses that potentially sources material from the use of forced and/or child labour practices will have their vendor relationship immediately terminated and alternative, acceptable suppliers will be used instead.

## Training

Employees who are involved in the procurement of items outside of Canada will be required to be familiar with Bill S-211 requirements. Formalized training programs will be developed to ensure compliance.

## Effectiveness Assessment

Policy effectiveness measures will continue in 2025 and will include the following:

- Provide annual training for procurement employees, and track completion.
- Continue to identify and keep track of businesses which have a higher risk of forced and/or child labour within DCL's supply chain.
- Continue to evaluate and monitor businesses identified as having a higher risk.

## Sign off

This statement is made pursuant to Bill S-211, an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending 12/31/2024. It has been issued on behalf of Dawson Construction Limited approved by the board of directors.

Signed,

Ian Dawson  
Executive Chair, Dawson Group  
May 29, 2025