



# Modern Slavery Report 2024

## Enterprise Group, Inc.

This Modern Slavery Report (the “**Report**”) addresses the period from January 1, 2024 to December 31, 2024 and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada)(the “**Act**”). This Report is made on behalf of Enterprise Group, Inc. (“**Enterprise**” or the “**Company**”).

### 1. Introduction

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a Canadian energy services company, Enterprise recognizes the important role that we have in ensuring that our operations, which are in Western Canada, and the supply chains that support our operations, adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour in our supply chain. This Report sets out the steps we have taken during fiscal 2024 to prevent and reduce the risk that forced labour or child labour is used at any step in the distribution of goods in Canada or elsewhere by Enterprise or of goods imported into Canada by Enterprise.

### 2. Our Business

Enterprise is a specialized equipment rental and services company headquartered in St. Albert, Alberta, Canada. The Company provides specialty equipment rentals and services to customers in the energy and construction industries in Western Canada. Enterprise carries on business through the following direct or indirect wholly owned subsidiaries: E One Limited, Artic Therm International Ltd., Hart Oilfield Rentals Ltd., Westar Oilfield Rentals Inc. and Evolution Power Projects Inc. The Company has a total of approximately 100 employees, and it owns in excess of 2,500 pieces of equipment including transport vehicles, pickup trucks and rental inventory.

Enterprise’s supply chain includes businesses that supply goods and services to our organization, primarily encompassing various vendors, suppliers, contractors, and subcontractors involved in the procurement of goods and services necessary for our operations in providing critical site infrastructure and services to oil and gas producers and construction companies.

In total, we procure goods and services from approximately 500 suppliers and contractors. The suppliers we engage are based in Canada and the United States and adhere to applicable regulations in Canada and the United States for manufacturing operations. The Company’s

suppliers and contractors primarily provide specialized supplies and services which requires skilled personnel. Many of the Company's suppliers/contractors are small proprietor owned businesses.

Additional information regarding the corporate structure, operations and the industry conditions relating to Enterprise is available in the Company's Annual Information Form for the year ended December 31, 2024, which can be accessed on its website at [www.enterprisegrp.ca](http://www.enterprisegrp.ca) or on SEDAR at [www.sedarplus.ca](http://www.sedarplus.ca).

### **3. Our Policies**

#### **Policies**

Through our organizational and governance policies we communicate our values and expectations, setting a high bar for ourselves, our suppliers, and our business partners, and make it clear that we do not tolerate any forms of forced labour or child labour. We are committed to consistently evolving and improving our approach. We do not tolerate child, forced or bonded labour in any of our operations or by suppliers working with us. We make every effort, to prevent our activities having a negative impact on human rights. Our relevant policies are discussed in further detail below:

#### ***Code of Conduct***

We are committed to conducting our business in a lawful and ethical manner. Our Code of Conduct (the Code) is the foundation of our company policies and sets out guiding principles on professional conduct and establishes that in performing their job duties, Enterprise employees should always act lawfully, ethically and in the best interests of Enterprise.

#### ***Whistle Blower Policy***

Enterprise's Whistle Blower Policy provides a mechanism for employees to report concerns regarding wrongdoing without fear of victimization, subsequent discrimination or disadvantage. The Whistle Blower Policy is intended to encourage and enable employees to raise serious concerns within Enterprise rather than overlooking a problem or seeking a resolution for the problem outside the Company. The Whistle Blower Policy applies to all employees and those contractors working for Enterprise. It is also intended to provide a method for other stakeholders (suppliers, customers, shareholders etc.) to voice their concerns regarding Enterprise's business conduct.

#### **Due Diligence**

We expect third parties with which we work to adhere to business principles and values similar to our own and to comply with all applicable laws and regulations. Before making any commitments towards third parties, we take steps to appropriately evaluate the relationship and mitigate any associated risks by carrying out risk-based due diligence and checks.

## **4. Assessing Our Risk**

All of Enterprise's suppliers are based in Canada and the United States which are jurisdictions that have rules in place to deal with forced labour and child labour. Enterprise does not engage with suppliers outside of these jurisdictions and as a result the Company's risk is de minimus.

## **5. Our Commitments**

Enterprise is committed to upholding the highest standards of ethical conduct, including the prevention of modern slavery and human trafficking in all aspects of our operations. As a Canadian energy services company, we recognize our responsibility to ensure that forced labour or child labour is not used at any step of the production or distribution of goods, whether within Canada or abroad, by our entity or within our supply chains.

### **Remediation Measures**

In accordance with the Act, the Company acknowledges the importance of vigilance and ongoing monitoring to ensure that modern slavery risks remain mitigated within our operations and supply chains. We are committed to regularly reviewing our risk assessments and implementing any necessary remediation measures should the need arise in the future.

Our Code of Conduct and our Whistle Blower Policy require all employees and contract workers of Enterprise to report actual or possible misconduct.

### **Training**

Enterprise personnel at all levels are required to adhere to our Code of Conduct policies and ensure that it is understood and properly applied to their daily activities.

## **6. Our Progress and Effectiveness**

As part of our governance processes, we monitor compliance with our policies on an ongoing basis. We also review any concerns raised through our Whistle Blower Policy and other informal mechanisms of employee feedback. To date no significant concerns or complaints have been identified.

## 7. Approval & Signature

This Report was approved by Enterprise's Board of Directors on June 12, 2025 and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada. This Report is also available on our website at [www.enterprisegrp.ca](http://www.enterprisegrp.ca).

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the Company. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

(signed) "Leonard D. Jaroszuk"

Leonard Jaroszuk  
CEO and Chairman

June 12, 2025

I have the authority to bind Enterprise Group, Inc.

## **Advisories**

### **Forward-Looking Information**

*Certain statements contained in this report include statements which contain words such as “anticipate”, “could”, “should”, “expect”, “seek”, “may”, “intend”, “likely”, “will”, “believe” and similar expressions, statements relating to matters that are not historical facts, and such statements of our beliefs, intentions and expectations about development, results and events which will or may occur in the future, constitute “forward-looking information” within the meaning of applicable Canadian securities legislation and are based on certain assumptions and analysis made by us derived from our experience and perceptions. Forward-looking information in this report includes, but is not limited to: the steps taken to prevent and reduce risks of forced and child labour; the implementation of policies in relation to forced labour and child labour; training provided to employees in respect of forced labour and child labour; business strategy and outlook; maintenance of existing supplier and partner relationships; supply channels; accounting policies; credit risks; and other such matters.*

*All such forward-looking information is based on certain assumptions and analyses made by us in light of our experience and perception of historical trends, current conditions and expected future developments, as well as other factors we believe are appropriate in the circumstances. The risks, uncertainties, and assumptions are difficult to predict and may affect operations, and may include, without limitation: foreign exchange fluctuations; equipment and labour shortages and inflationary costs; general economic conditions; industry conditions; changes in applicable environmental, taxation and other laws and regulations as well as how such laws and regulations are interpreted and enforced; the existence of operating risks; volatility of commodity prices; risks inherent in the ability to generate sufficient cash flow from operations to meet current and future obligations; increased competition; stock market volatility; opportunities available to or pursued by us; and other factors, many of which are beyond our control. The foregoing factors are not exhaustive.*

*Actual results, performance or achievements could differ materially from those expressed in, or implied by, this forward-looking information and, accordingly, no assurance can be given that any of the events anticipated by the forward-looking information will transpire or occur, or if any of them do so, what benefits will be derived there from. Except as required by law, Enterprise disclaims any intention or obligation to update or revise any forward-looking information, whether as a result of new information, future events or otherwise.*

*The forward-looking information contained herein is expressly qualified by this cautionary statement.*