

**RESOLUTIONS OF THE BOARD OF DIRECTORS  
OF  
FER-PAL CONSTRUCTION LTD.**

(the "Corporation")

**EFFECTIVE DATE: MAY 27, 2025**

**CANADA – FORCED LABOUR AND CHILD LABOUR**

**WHEREAS** the Canadian Federal Government has passed *An Act to enact the Fighting against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* which imposes an obligation on corporate entities to report on measures taken to prevent forced labour and child labour.

**WHEREAS** such a report entitled Forced Labour and Child Labour Statement for the Year ending December 31, 2024 was prepared and submitted to the Board of Directors.

**IT IS RESOLVED:**

« TO approve the Forced Labour and Child Labour Statement for the Year ending December 31, 2024.

TO hereby authorize one of the Directors to sign it on behalf of the Board of Directors of the Corporation.


TO hereby authorize the filing with the Canadian Federal Government by May 30, 2025 of the Forced Labour and Child Labour Statement for the Year ending December 31, 2024. »

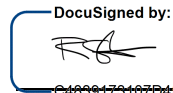
**INSERTION**

IT IS RESOLVED to insert in the book of the Corporation a copy of the foregoing resolutions, once signed by all of the directors.

**VALIDITY**

We, the undersigned, being all the directors of the Corporation, adopt the foregoing resolutions and sign these presents in order to give these resolutions the same validity as if they had been passed at a meeting of directors.

DocuSigned by:  
  
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Sean Richard Pierce

DocuSigned by:  
  
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Russell James Stevens

Signed by:  
  
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Patrick James Maginn

## **Forced Labour and Child Labour Statement for the Year ending December 31, 2024**

### **FER-PAL Construction Ltd.**

FER-PAL Construction Ltd. (“FER-PAL”) believes forced labour and child labour or any form of modern slavery constitutes a serious violation of human rights, and it will not tolerate any form of forced labour or child labour in its organization or in its supply chain. This type of exploitation is contrary to our values as well as to our commitment to respecting the rights of our workforce.

This statement relates to the financial year ending 31.12.2024 describing’s FER-PAL’S approach to assessing and addressing the risk of forced labour and child labour in connection with our business and supply chains. It is published by FER-PAL in compliance with **An Act to enact Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the “Act”)** and addresses the measures taken to prevent forced labour and child labour in its supply chain.

This Statement has been approved by a signed resolution of the Board of Directors dated May 27, 2025.

We have set expectations for how our business is conducted according to our vision and values which are firmly established in our Code of Ethics and Business Conduct (the “Code”) which can be found on our company website. In addition, we have established an anonymous reporting service allowing for reporting of a breach of the Code if one suspects that someone has contravened the Code.

### **FER-PAL’s Structure**

FER-PAL is based in Toronto, Ontario. It was initially a subsidiary of LOGISTEC Marine Services ULC. In December 2024 FER-PAL went through a restructuring and is now an independent corporation. As a result of the restructuring, the report is made solely by FER-PAL since it is the only entity that is subject to the Act. It meets two of the three criteria of the definition of “entity” found in section 2 of the Act as follows:

It has a place of business in Canada and based on its consolidated financial statements, meets at least two of the following conditions for at least one of its two most recent financial years:

- it has at least \$20 million in assets,
- it has generated at least \$40 million in revenue, and
- it employs an average of at least 250 employees.

FER-PAL meets the first 2 requirements. FER-PAL heads a larger corporate group, and has subsidiaries engaged in various business activities. One of FER-PAL's subsidiaries, NIEDNER Inc., specializes in manufacturing fluid transportation products, the majority of which are used for FER-PAL’s core business activities.

These activities include the development of innovative structural pipelining solutions that extend a watermain’s service life. FER-PAL produces a small robot that is operated for internal purposes as a tool to enhance their services. In order to produce this robot, it imports goods from a supplier based in the United States.

## **Risk Assessment and Due Diligence**

We required this current supplier to sign the declaration below and comply with the law if they wish to continue working with our organization.

### **Declaration on Forced Labour and Child Labour**

Supplier declares that it complies with all applicable human rights and employment laws in the jurisdictions in which they work. This includes complying with the provisions of the Canadian **Act to enact fighting against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff**. In addition, the supplier has endeavored to provide a robust means of ensuring that the subcontractors in their supply chain also comply.

### **Remediation**

Following the assessment of the activities and supply chains of the reporting entities, we believe that they do not carry a risk of forced labour or child labour being used, and therefore remediation is not applicable.

### **Training**

Company-wide training on forced labour and child labour was given to our employees where we raised their awareness of the issue by creating a Compliance Capsule, the viewing of which was mandatory.


### **Assessing effectiveness**

To date, no actions have been taken to assess the effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

This report has been approved by the Board of Directors of FER-PAL pursuant to section 11 paragraph (4)(a) the Act.

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 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.

Date:

  
\_\_\_\_\_  
Patrick Maginn, President

I have the authority to bind FER-PAL Construction Ltd.