

2024 Report on Fighting Against Forced Labour and Child Labour In Supply Chains

For the Period of January 1, 2024 – December 31, 2024

1. Introduction

This report is the second annual filing for Form & Build Supply Inc. (hereafter referred to as “Form & Build Supply”, “Our”, “Us”, or “We”) in accordance with the requirements of Section 11 of the Canadian *Fighting against Forced Labour and Child Labour in Supply Chains Act* (The “Act”). As required by The Act this report summarizes the actions we have taken to prevent and reduce the risk of Forced and Child Labour within our Supply Chain.

This report relates to our January 1, 2024 to December 31, 2024 fiscal year.

At Form & Build Supply we are committed to respecting all fundamental human rights and continually review the practices and processes within our organization to align with this goal.

2. Company Structure, Activities and Supply Chains

Incorporated on January 1, 1975, Form & Build Supply Serves the construction industry throughout Ontario. We operate across 6 branch locations selling and distributing building materials throughout the region. Operating under the banner of Form & Build Supply Inc. this report is a joint filling for the following entities:

- Form & Build Supply Inc.,
- Form & Build Supply (Toronto) Inc.,
- Form & Build Management Inc.

Our organizations’ principle business activity is the sale and distribution of specialty building materials. In order to support this sale and distribution of goods, part of our supply chain requires us to import goods into Canada produced from outside of Canada. As an organization we are committed to ethical business practices and we seek to align ourselves with suppliers who are committed in kind.

3. Steps Taken to Prevent and Reduce the Risks of Forced and Child Labour

During the 2024 reporting period Form & Build engaged in the following activities to prevent and reduce the risk of forced and child labour within our supply chain:

- Continued mapping exercises of our supply chain to identify risk based on publically available information.
- Conducted a gap analysis of current policies and procedures related to forced labour and child labour.
- Committed to creating a platform on our new website to allow for intake ethical concerns to be raised by parties outside our organization.
- Reviewed control measures available to us to remediate any observed forced or child labour within our supply chain.
- Identified third party training group to provide training on forced and child labour to employee group previously identified as requiring training.

4. Policies and Due Diligence Processes

Form & Build Supply stands behind developing loyalty of our customers and believes that this comes from trust built in our advice, service and product offering. Part of the trust in our product offering comes from ensuring that the suppliers we align ourselves with offer not only the best products but do so ethically. We are committed to ensuring that there are always products available to meet the needs of our customers and that should any concern be raised with any one of our suppliers it will not prevent our ability to provide quality alternatives.

Form & Build Supply is also committed to maintaining lasting supplier relations and recognizes that some concerns raised may allow for remediation through a cooperative approach. Where possible Form & Build Supply Inc. will seek to utilize this cooperative approach first. Where this approach does not allow for adequate resolve we are committed to ceasing relations with the suppliers who are found engaging in unethical business practices.

At Form & Build Supply we are dedicated to ensuring all policies within our organization with a human impact address our commitment to human rights. As part of our 2024 reporting year we conducted an analysis of our current policies and processes and identified a number of which will receive updates in 2025 to better align with our commitments to human rights and preventing forced and child labour within our supply chain.

5. Identifying Risk Within our Supply Chain

Based on our ongoing risk assessments it was determined that country of origin has risk within our supply chain. While the majority of our yearly spend occurs within North America, we do recognize the geographic risk associated with suppliers from countries known to have higher rates of forced or child labour. We continue to monitor these relationships closely to ensure our commitment to ethical business practices can always be met.

6. Measures Taken To Remediate any forced of Child Labour

In our 2024 reporting year Form & Build Supply did not observe any instances of forced or child labour within our supply chain, and therefore made no measures to remediate any forced or child labour at this time. Form & Build Supply is not currently aware of any instance where its efforts to remediate force or child labour have contributed to the loss of income for vulnerable families.

7. Training and Raising Awareness

As part of our 2024 reporting year we identified an external third party training organization to provide Modern Slavery training to the members of our organization that play a key role within our supply chain. As part of our 2025 commitment we have set the benchmark goal to provide training on Modern Slavery for all members of our team responsible for making contracting and purchasing decisions.

8. Measuring effectiveness

We are committed to our annual review process and recognize that measuring our effectiveness is an ongoing process. Each year we meet to discuss the outcomes of the previous year and roadmap opportunities within our policies, procedures and process to continue to address gaps in our approach. At this time we do not have a formal process for measuring and scoring our effectiveness.

9. Attestation & Sign Off

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 or entities 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.



William Ross
General Manager
Form & Build Supply Inc.
May 31, 2025

I have the Authority to bind Form & Build Supply Inc.