

Annual Report on Forced Labour and Child Labour Compliance: Gillfor Distribution

Gillfor Distribution Inc. (“Gillfor”) is committed to building partnerships from coast-to-coast with premier vendors and customers by promoting the highest quality products and providing exceptional service through an honest, engaged and dedicated team.

Gillfor is committed to understanding our supply chain and implementing measures to prevent and reduce the risk of forced labour or child labour in its operating activities and in those of its supply chain.

Structure/Activities/Supply Chain

Gillfor Distribution Inc is a leading distributor of building products in Canada. Gillfor Distribution is Canada’s largest privately held distribution company and is proudly 100% Canadian owned and operated. With 13 strategically located distribution centers across Canada, Gillfor Distribution is your one stop shop for residential, commercial and industrial building materials from coast to coast.

During the 2024 Fiscal Year, virtually all Gillfor’s purchases were made from North American Suppliers. With approximately 75% of Gillfor’s business coming from the sale of lumber and other forestry products which is sourced from within Canada and the U.S., the risk of forced labour or child labour is mitigated.

Gillfor does understand that Canadian and U.S. suppliers may source products from other downstream suppliers, and we are reviewing best practices to diminish any potential risk from outside sources.

Policies and Due Diligence

Gillfor is committed to strengthening and enforcing policies to ensure that we are purchasing from Companies that are committed to reducing or omitting the risk of forced labour and child labour in the supply chain.

As part of Gillfor's commitment to fight against forced labour and child labour in supply chains, Gillfor is dedicated to performing employee training to help employees identify and report any suspected instances, more notably on the purchasing side. We encourage our employees to know the supplier and perform plant tours, to speak up and ask questions. Gillfor reaches out to suppliers to complete a survey to ensure compliance.

Risk Assessment

Gillfor has long term relationships with all of our suppliers. The risk of forced labour and child labour in the supply chain is minimal due to the location of our suppliers, many of which are public companies. Gillfor's global supply chain is limited to countries where protection against breaches of human rights is limited. The nature of Gillfor's business is wholesale distribution of lumber and building materials. This is a low sector risk company as much of the business is not purchasing manufactured goods. Transaction risks are low as Gillfor is dealing with Canadian and U.S. banks only.

We have sought the identification of potential risks of forced labour and child labour within our activities and supply chains. Our risk assessment process includes conducting internal assessments, engaging with employees and suppliers, reviewing relevant documentation to evaluate potential risks comprehensively. There has been no identified and no/low risk of forced labour or child labour being used in Gillfor Distribution activities and supply chains.

Remediation Measures

As there has been no identified and no/low risk of forced labour or child labour being used in Gillfor activities and supply chains, there have been no measures taken to remediate forced labour or child labour in their activities and supply chains. If risks are identified Gillfor would conduct further investigations, enhance targeted monitoring processes, and implement corrective actions where necessary.

Training

Gillfor provides awareness training on forced labour and child labour to all employees outlining relevant laws, policies and procedures, and identification of potential risks. Gillfor reaches out to suppliers requesting they complete a survey to help reduce the use of forced labour and child labour in foreign and domestic supply chains by increasing the transparency of various organizations supply chains.


Assessing Effectiveness

Gillfor's assessment process includes annual review of policies and procedures and supplier surveys to ensure alignment with legal requirements and best practices.

Summary

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.

Signed:



Navjot Dosanjh
President/CEO
Gillfor Distribution Inc.
Date: May 7, 2025.