

Statement wording

Introduction

This statement sets out Harry Freeman & Son Limited actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ended December 28, 2024.

As part of the forestry and lumber manufacturing sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

1. Organizational structure, activities and supply chains

This statement covers the activities of Harry Freeman & Son Limited:

- The organization is a corporation and operates a family-owned sawmill operation.

Countries/regions of operation and supply

The organisation currently operates in the following countries/regions:

- The sawmill operation is located in Greenfield, Nova Scotia and sources its sawlogs from the Province of Nova Scotia.

2. Policies and due diligence processes in relation to forced labour and child labour

- a. Policies:** During the reporting period, the organization did not have any specific policies in place related to forced or child labour. The organization will look at implementing relevant policies.
- b. Due diligence processes:** During the reporting period, the organization did not have a due diligence process in place specifically pertaining to forced or child labour. The organization will look at implementing relevant due diligence processes.

3. The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk

During the reporting period, the organization did not have a process in place to assess and manage risks specifically related to forced or child labour. The organization will consider the implementation of relevant policies in 2025.

High-risk activities

During the reporting period, the organization did not assess activities for high risk. The organization will consider implementing a risk assessment process for forced or child labour in 2025.

4. Any measures taken to remediate any forced labour or child labour

During the year ended December 28, 2024, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

5. Any measures taken to remediate loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

During the year ended December 28, 2024, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

6. The training provided to employees on forced labour and child labour

The organization did not have any training in place for this matter during the reporting period but will consider any additional training that should be in place in 2025.

7. How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

During the reporting period, the organization had no specific steps in place to monitor the effectiveness of our current processes to manage the risk of forced labour and child labour. We will consider additional steps that should be implemented in 2025.

Approval

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.

Georg Ernst

CFO/Controller

May 20, 2025

