



# Forced Labour And Child Labour Report

## INTRODUCTION

This Forced Labour and Child Labour Report (this “**Report**”) for the financial year ending September 30, 2024 is made pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), also known as the Modern Slavery Act (the “**Act**”).

Hi-Tec Profiles Inc. (Hi-Tec) was founded in 1995 as a metals manufacturing company doing contract work for Canadian manufacturers.

Except as otherwise provided in this Report, Hi-Tec’s policies, procedures, and practices apply to all activities within Hi-tec.

In satisfaction of the Act’s reporting requirements, this Report describes the reasonable steps taken by Hi-Tec to identify and address the risk of forced labour and child labour in its operations and supply chains.

## RESPECT FOR HUMAN RIGHTS

Hi-Tec supports the objectives of the Act and opposes the use of all forms of forced labour and child labour. Hi-Tec is committed to preventing, detecting and addressing risks of forced labour and child labour in its operations and supply chains.

For the reasons described in this Report, Hi-Tec is of the view that there is low risk that our operations have caused or contributed to adverse human rights impacts.

## STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

### Structure

Hi-Tec is an owned through a combination of management shareholders and private equity investment from funds managed by PFM Capital Inc. Hi-Tec is a corporation incorporated pursuant to *The Business Corporations Act, 2021* (Saskatchewan).

### Operations

Hi-Tec consists of 3 locations in Saskatchewan that process metal parts and components for manufacturers located in Manitoba, Saskatchewan, and Alberta.



### Experienced Management Team

Hi-Tec's management team has been in manufacturing for between 5 and 35 years, and some have been with the company since inception. As such, we are keenly attuned to the needs of our clients and the importance of service and accountability throughout our business operations and supply chain.

### Supply Chains

Hi-Tec's supply chain consists of Canadian and American suppliers of metal products. Due to our preferences and those of our clients, the origin of these metals is over 90% from North American mills.

## RISK OF FORCED LABOUR OR CHILD LABOUR IN OPERATIONS AND SUPPLY CHAINS

### Operations

#### Experienced Management Team

All of our senior management and employees are directly employed under employment contracts, and we are committed to complying with all applicable laws and regulations, including human rights and labour laws. As a result, we have assessed the risk of forced labour or child labour within our internal operations to be very low.

### Supply Chains

Using reasonable efforts, we did not identify any suppliers located outside of Canada or the United States, and we are aware of only a few instances of certain materials being produced outside of Canada or the United States in the previous financial year. In the few cases that material was produced outside of Canada or the United States, it was sourced from large importers who are subject to the same expectations and legislation that ensures compliance under the Act. Given that Canada and the United States are both jurisdictions with comprehensive human rights and labour laws, we have assessed the risk of forced labour or child labour within our supply chains to be low.

## FORCED LABOUR AND CHILD LABOUR PREVENTION AND REDUCTION MEASURES

### Policies



We have adopted and implemented the following policies and procedures to identify and address the risk of forced labour and child labour in our operations and supply chains:

- **Code of Business Conduct and Ethics Policy (“Code”)**: defines the standards of conduct that we expect from our directors, officers and employees. Among other requirements, our Code requires Hi-Tec to conduct all its business and affairs in full compliance with applicable laws, rules and regulations, and it must encourage and promote such behavior for itself and all other stakeholders. Additionally, our Code requires Hi-Tec to promote ethical behavior and encourage an environment in which employees may disclose any potential unethical behavior or observed illegal behavior of other parties related to Hi-Tec. It is the policy of Hi-Tec to not permit retaliation for reports of misconduct by others made in good faith.
- **Modern Slavery Policy**: outlines the importance of forced labour and child labour considerations to Hi-Tec. To the extent that Hi-Tec may influence investees through contractual relations, board representation, or otherwise, it will use such influence to encourage investees to consider and implement processes that mitigate the risk of forced labour and child labour practices being used in operations and supply chains.

### **Due Diligence**

We are not currently aware of any forced labour or child labour practices occurring within our operations or supply chains and we believe that our operations and supply chains present a low risk of forced labour or child labour being utilized. Accordingly, aside from the aforementioned policies and procedures, we did not take any additional steps to conduct due diligence relating to forced labour or child labour during our previous financial year.

We are continuing to evaluate our existing policies and procedures to identify areas of improvement, and we may consider taking additional steps to conduct due diligence in the future.

## **FORCED LABOUR AND CHILD LABOUR REMEDIATION MEASURES**

We are not currently aware of any forced labour or child labour practices occurring within our operations or supply chains and we believe that our operations and supply chains present a low risk of forced labour or child labour being utilized. Accordingly, we have not undertaken any measures to remediate any forced labour or child labour to date.

## **LOSS OF INCOME REMEDIATION MEASURES**

We are not currently aware of any forced labour or child labour practices occurring within our operations or supply chains and we believe that our operations and supply chains present a low risk of forced labour or child labour being utilized. Accordingly, we have not undertaken any measures to remediate any loss of income relating to any forced labour or child labour to date.



## TRAINING

We do not currently provide formal training to our employees on forced labour and child labour. However, our senior management and employees have alerted themselves to the requirements of the Act and the need to contribute to Canada's fight against forced labour and child labour.

## ASSESSING EFFECTIVENESS

We are continuing to assess the effectiveness of our activities to identify areas of improvement in our efforts to minimize the risk of forced labour and child labour being used in our operations and supply chains. We will continue to assess the effectiveness of our actions by working with our senior management and employees, suppliers, and other industry stakeholders.

## APPROVAL AND ATTESTATION

This Report has been approved in accordance with the Act.

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in this Report for Hi-Tec. 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 above-stated financial year.

Hi-Tec Profiles Inc.

Per 

Name: Trent Meyer

Title: President

Date: April 30, 2025