



Fighting against forced labour and child labour in supply chains report

May 31, 2025

About this Report

Modern slavery refers to forms of contemporary slavery such as forced or compulsory labour, child labour, debt bondage, human trafficking or any other internationally recognized exploitative labour practices. It is a significant global issue impacting different industries, sectors and geographic locations. The Canadian government has committed to preventing and reducing these risks and has established legislation to require certain entities to report on the measures taken in this regard.

ISH Energy Ltd. (“[ISH](#)”) recognizes that modern slavery, including forced labour and child labour, is a complex issue that can exist in a variety of forms through global supply chains. ISH recognizes it has an important role to play in safeguarding the rights of its workers, advancing its supply chain transparency, and mitigating the risks of modern slavery.

ISH is firmly committed to providing a safe and healthy workplace for employees, contractors and service providers working at ISH offices or facilities, to minimize adverse impacts on the environment, and to protect the public or communities affected by its operations.

Scope, Definitions and Boundaries

This report is provided in relation to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") and related guidance from Public Safety Canada, for the reporting period of January 1, 2024, to December 31, 2024. The Report outlines the steps ISH has taken for the reporting period to prevent and detect modern slavery within its activities and supply chain.

This Report has been prepared on behalf of **ISH Energy Ltd.**, as the main reporting entity.

Structure, Activities and Supply Chains

Business and structure

ISH Energy Ltd. is a private Oil & Gas exploration and production company operating in Saskatchewan, Alberta and British Columbia. ISH's Corporate Headquarters in Calgary, Alberta is home to its corporate functions and the executive team. There are currently 8 operating facilities across Alberta, British Columbia and Saskatchewan.

Activities

ISH operates as an Exploration and Production (E&P) company, focusing on the initial stages of energy production. Its core business activities revolve around the processes of searching for potential energy sources within its properties, conducting exploration, performing drilling operations, and ultimately extracting resources.

Supply Chain

ISH's supply chain encompasses various suppliers and contractors to support and maintain its operations. ISH procures specialized equipment from distributors of industrial and oilfield products and services to support and maintain exploration, drilling, and production activities. The majority of ISH's suppliers and contractors are located in Canada, where strong workers' rights and human rights legislation are enforced.

Values, Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

ISH is committed to providing a safe and healthy workplace for all employees, contractors and service providers working at ISH offices or facilities to prevent injury or occupational illness, to minimize adverse impacts on the environment, and to protect the public and communities affected by its operations. The commitment to conduct operations in a responsible manner is enforced through the Health, Safety, Integrity, Security & Environment Policy.

Policies and Due Diligence

ISH is committed to maintaining a safe and secure work environment, as outlined in its **Health, Safety, Integrity, Security & Environment Policy**. This policy dictates that all individuals involved in its operations, including management, supervisors, employees, contractors, and suppliers, are not only informed but are also responsible and accountable for adhering to all health, safety, security, and environmental programs and procedures. This commitment extends to participating in relevant safety and environmental training. Furthermore, everyone is expected to proactively take action and report any observed unsafe acts or conditions. If necessary, appropriate measures should be taken to rectify identified issues, thereby contributing to the enhancement of overall health and safety conditions.

In addition, ISH has an enterprise risks framework to proactively identify, assess and manage health, safety, security and environmental risks and hazards. Appropriate controls are developed based on the risk assessments.

ISH believes in open communication and demonstrates its commitment to integrity and accountability through its **Ethics Point, a confidential whistleblower hotline**. This hotline provides an avenue for stakeholders to report any illegal, unethical, or unsafe acts.

Assessing the Risks of Modern Slavery in our Operations and Supply Chain/Components of the Business and Supply Chain that Carry a Risk of Forced Labour and Child Labour

In 2024, the majority of ISH's direct suppliers and contractors were located in Canada and the United States where strong labour rules are enforced, therefore ISH considers the risks of forced and child labour within its direct supply chain to be low. Nevertheless, ISH recognizes that due to the complexity of global supply, the risk of forced and child labour may exist in its supply chain. ISH is considering ways to enhance its procedures for identifying and addressing supply chain risks.

Although ISH believe exposure to be minimal due to the majority of suppliers being located in North America, where legal protections largely mitigate modern slavery risks, ISH is evaluating its supply chain risk assessment strategy to determine where risk may be present. ISH is searching for an appropriate solution to proactively identify, evaluate, and mitigate risks of modern slavery in our supply chain.

To date, ISH has not been the subject of any investigation or convicted of any offence under any modern slavery laws.

Measures Taken to Remediate Forced Labour and Child Labour including Remediation of the Loss of Income to the Most Vulnerable Families

ISH has not identified any instances of forced or child labour in its activities and supply chains within the financial year ended December 31, 2024, and therefore, no remediation measures have been taken. ISH acknowledges the importance of ongoing monitoring to ensure that forced and child labour risks remain mitigated within its operations and supply chains.

Training

In 2024, ISH did not provide any formal training specific to forced and child labour.

Assessing Effectiveness

The strongest indicator of effectiveness is the continued circumstance that ISH has not been the subject of any investigation or convicted of any offence under any modern slavery laws. To ensure this is maintained, internal policies, procedures and training will continue to be monitored, maintained and required.

Approval of Attestation

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.



I have the authority to bind ISH Energy Ltd.,

David Koschitzky

President

May 31, 2025