

2024 Supply Chain Act Annual Report

Melloul-Blamey Construction Inc. (“**Melloul-Blamey**”, “**we**”, “**us**” or “**our**”) produces this Annual Report (the “**Report**”) pursuant to section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Supply Chains Act**” or the “**Act**”) for the twelve-month financial year ended December 31, 2024 (the “**Reporting Period**”).

1. Our Structure, Operations and Supply Chains

Melloul-Blamey was incorporated under the *Ontario Business Corporations Act* and has its registered and head office in Waterloo, Ontario, Canada. Since its inception in 1982, Melloul-Blamey has become one of the largest General Contractors in Canada’s Technology Triangle which comprise the cities of Cambridge, Kitchener and Waterloo in Southwestern Ontario.

Over the years, Melloul-Blamey has continued to evolve and adapt to the ever-changing construction market. Today, we offers a full range of services to meet the needs of our clients. Melloul-Blamey’s portfolio of services includes: general contracting, construction management, design-build, real estate development services, specialty contracts and green building. As of December 31, 2024, Melloul-Blamey had approximately 260 employees.

Melloul-Blamey does not manufacture goods or handle raw materials. As a construction company, Melloul-Blamey works with more than 800 suppliers and subcontractors. We are committed to carrying out our business in a way that is respectful of human rights and in particular we want to reduce the risk of forced labour and child labour in our operation and supply chain. In the future we are planning to put in place an effective forced labour and child labour risk mitigation program.

2. The Steps We Have Taken during the Reporting Period to Prevent and Reduce the Risk of Forced Labour and Child Labour

During the Reporting Period, we continued our reflection on the shape our policies regarding forced labour and child labour in our supply chain should take. No other action was taken by Melloul-Blamey in this area during the Reporting Period.

3. Policies, Due Diligence and Controls

At the moment, Melloul-Blamey does not have policies regarding forced labour, child labour or human rights in general. We have not developed due diligence processes or controls in regards to these topics.

Nonetheless, in the future and depending on our assessment of the risk related to forced labour and child labour, which at the moment we consider low, we aim to develop policies tackling these issues to ensure that instances of forced labour or child labour in our supply chain are uncovered and addressed.

4. Risk Assessment Methodology and Results of Assessment

During the Reporting Period, we did not make any assessment of the potential risk related to forced labour and child labour in our operations and supply chains. In the future and depending on our assessment of the risk related to forced labour and child labour, which at the moment we consider low, we plan to roll-out a compliance program which may include a questionnaire designed to specifically addressed the issue of forced labour and child labour which we initially plan to send to our most at risk Tier 1 (direct) suppliers. At the moment we do not consider any of our Tier 1 suppliers to be in that group.

5. Risks of Forced Labour and Child Labour in our Operations and Supply Chains

To the best of our knowledge, during the Reporting Period we have not identified risks of forced labour and child labour in our operations and supply chains. However, our risk assessment process with respect to this issue is currently non existence. We expect to set-up a compliance program to address this issue in the future when time and resources will be available.

6. Remedial Action Taken during the Reporting Period

Since we have not identified any forced labour or child labour in our activities and supply chains during the Reporting Period, we have not taken any remediation measures.

7. Our remediation processes

Since we have no compliance program addressing specifically the issue of forced labour and child labour in our operations and supply chains, we have currently no remediation process in place to deal with this issue.

8. Remediation actions for the loss of income to the most vulnerable families that results from any measure taken to eliminate forced labour and child labour from our operations and supply chains

No, we have not taken any remediation measures.

9. Our training

We have no director, officer or staff training in place at the moment dealing with forced labour and child labour in our operations and supply chains.

10. Assessing our effectiveness

No assessment of our effectiveness to prevent and reduce the occurrence of forced labour and child labour in our operations and supply chains was conducted during the Reporting Period and until we put in place a compliance program to address this issue we are not contemplating doing so.

11. Our consultation and governance process

In preparing this Report, we have consulted our external legal counsel.

12. Approval

This Report was approved by the board of directors of Melloul-Blamey Inc. pursuant to Subsection 11(4)(a) of the Act on May 28, 2025.

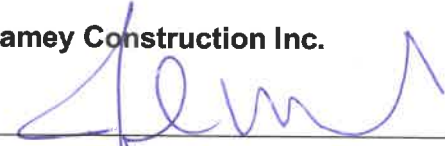
13. Attestation

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.

Dated this 28th day of May, 2025

Melloul-Blamey Construction Inc.

Per:



Joel Melloul, Director, I have the authority to bind Melloul-Blamey Construction Inc.

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