



Nors Construction Equipment Canada ST, LP

Report on Measures to Prevent and Reduce the Risk of Forced and Child Labour in Supply Chains

I. INTRODUCTION

This statement is made in accordance with section 11(1) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") as it applies to Nors Construction Equipment Canada ST, LP, formerly known as Strongco Limited Partnership ("Nors ST", "we", or the "Company"), for the 2024 financial year.

II. NORS ST STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

a. Structure and Activities

The Company is a major multiline mobile equipment dealer with operations across Canada. We are a wholly owned subsidiary of Nors, S.A., a Portuguese corporation with international operations.

The Company is headquartered in Mississauga, Ontario and has approximately 500 employees serving customers from 25 branches in Canada in Alberta, Ontario, Quebec, Nova Scotia, New Brunswick and Newfoundland, Canada. Nors ST represents leading equipment manufacturers with globally recognized brands, including Volvo Construction Equipment, CNH Case Construction, Sennebogen, Manitowoc Crane, including National and Grove, Fassi, Konecranes and Rammer.

Daily operational activities are transacted by Nors ST.

In terms of activities, Nors ST sells, rents and services equipment used in diverse sectors such as construction, infrastructure, mining, oil and gas, utilities, municipalities, waste management and forestry.

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Nors ST is organized into six business units: four Construction Equipment business units in Alberta, Ontario, Quebec and the Atlantic provinces distributing and servicing Volvo and Sennebogen construction equipment; Case distributing and servicing Case construction equipment in Southern Ontario; and Crane distributing and servicing Grove, Manitowoc, National, Fassi and Konecrane equipment across Canada.

Distribution agreements (which include both equipment and parts) for all of these product lines are managed from the corporate head office located in Mississauga, Ontario. Sourcing of parts and services is managed locally at the branch level which includes locally sourced parts and services when it is not available from the Original Equipment Manufacturer (OEM). All of the equipment and parts sourced from Nors ST's key suppliers are imported into Canada.

More information about the specifics of the goods and services we provide is available on our website:

<https://www.construction-equipment-st.nors.com>

b. Supply Chain

Roughly 85% of the multiline mobile equipment we sell stem from significant OEMs, including Volvo Construction Equipment, CNH Case Construction, Sennebogen, Manitowoc Crane. This equipment is purchased in Canada as well as outside Canada. We have further broken down where this equipment is sourced, to the best of our knowledge, below:

- Volvo: equipment is manufactured in U.S.A., Germany, France, Sweden, Scotland and Korea; parts are sourced from Volvo's distribution facility in the U.S.A. Volvo employs various mechanisms to ensure compliance with its human trafficking and child labour policies, including onsite audits and supplier self-assessments.
- Manitowoc Crane: equipment is manufactured in U.S.A., Germany, Italy and France; parts are sourced from Manitowoc distribution facilities in the U.S.A. and Europe. Manitowoc employs various measures such as its diversity, equity and inclusion policies, and its published statement regarding human trafficking and child labour to ensure "the respect for human rights and dignity is embedded at all levels of our organization".
- CNH Industrial N.V.: equipment is manufactured in U.S.A., Brazil, Japan, Korea, Italy, the Czech Republic and India; parts are sourced from CNH's distribution facility in the U.S.A. In 2020, approximately 70% of our purchases originated from Europe; 14% originated from North America; 6% originated from South America and 10% originated from the rest of the world.

III. POLICIES AND PROCEDURES IN RELATION TO FORCED AND CHILD LABOUR

Nors ST has a number of internal policies and practices in place for our employees, including our Code of Conduct, which sets out the ethical business conduct principles that apply to our organization. The Code of Conduct must be followed

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by all staff. Other relevant policies we have adopted include policies on Health and Safety, Workplace Violence and Harassment Prevention, among others.

IV. RISK ASSESSMENT, MANAGEMENT AND MITIGATION

Nors ST recognizes that its supply chains may have a risk of forced labour and child labour. However, given our supply chain, and knowledge of our suppliers we consider the risk of forced and child labour in our supply chains to be low.

As noted, 85% of the equipment we source stems from significant market actors, who have adopted their own policies and procedures in place in relation to forced and child labour. We have reviewed these policies. In this regard, we have mapped the majority of our first-tier suppliers.

V. EFFECTIVENESS OF OUR ACTION

Nors ST policies are reviewed on an annual basis or more frequently if senior management identifies a need for an immediate update.

VI. REMEDIATION MEASURES

We have not identified any incidents of forced or child labour in our supply chains. As such, we have taken no related remediation measures and, therefore, have not taken any steps to mitigate any negative effects on vulnerable families of remediation measures. In the unlikely event an incident should arise, we are committed to taking appropriate remediation measures and assisting vulnerable families.

VII. TRAINING

Nors ST provides orientation and training of role-specific and company-specific policies including a Workplace Violence and Harassment Policy and a Code of Conduct. Nors ST employees must apply these policies to all other employees, customers, visitors to Nors ST locations and suppliers.

This training aims to ensure new hires understand the principles of ethical business conduct to which they are expected to adhere.

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APPROVAL & ATTESTATION

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the governing body of Nors ST.

Signature:

Name: Francisco Ramos

Title: Director of Strongco GP Inc., General
Partner of Nors Construction Equipment
Canada ST, LP

Date: May 29, 2025

*I have the authority to bind Nors Construction
Equipment Canada ST, LP*

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