

2025 Annual Report on Forced Labour and Child Labour in Supply Chains

Signature Aluminum Canada Ltd and Signature Precision Fabrication Ltd

This report has been prepared in accordance with the Fighting against Forced Labour and Child Labour in Supply Chains Act. It outlines the policies and procedures that Signature Aluminum Canada Ltd and Signature Precision Fabrication Ltd (hereafter referred to as "the Entity") has implemented and will continue to implement to prevent and reduce the risk of forced labour and child labour in our supply chain.

Steps the Entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any stage of the production of goods in Canada or elsewhere by the Entity or of goods imported into Canada by the Entity:

Signature Aluminum Canada Ltd and Signature Precision Fabrication Ltd has conducted a limited assessment of risks related to forced labour and/or child labour within our organization's activities and supply chains. Additionally, we have developed and implemented a comprehensive policy to address forced labour and child labour. This policy includes addressing practices in our activities and supply chains that could increase the risk of forced labour and/or child labour. We have also developed and implemented due diligence policies and processes to identify, address, and prohibit the use of forced labour and/or child labour in our operations. Our suppliers are required to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains. To ensure compliance, we regularly monitor our suppliers.

Organizational Structure, Activities and Supply Chains:

Signature Aluminum Canada Ltd and Signature Precision Fabrication Ltd is an entity operating within the Aluminum Manufacturing and Processing industry. As an industry-leading provider of aluminum products and services in North America, Signature Aluminum Canada, Inc. is uniquely positioned to leverage its many years of casting, extrusion, and manufacturing experience into a reliable and consistent supply of extremely complex, tight-tolerance, or basic lineal parts for OEM and replacement parts. All of our supply comes from reputable suppliers. All our employees are based in Canada, and all activities are conducted within Canada.

Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour:

We are committed to preventing forced labour and child labour through stringent employment screening procedures. Prospective employees must complete a job application, a detailed questionnaire, resume screening, and an employee profile in our HR system. The screening process includes verifying the candidates' eligibility to work in Canada, confirming possession of a valid social insurance number and driver's license, and conducting age verification when necessary.

Parts of the Entity's Business and Supply Chains that Carry a Risk of Forced Labour or Child Labour and the Steps Taken to Assess and Manage That Risk:

The greatest risk of forced or child labour within our business likely lies within our product supply chain, which is primarily supplied by North American suppliers. We can attest to our supply chain having prevented forced labour and child labour in our supply chains. We have reviewed the anti-slavery and human trafficking statements within our internal company and will continue to engage in dialogue with them to ensure they are responding appropriately to prevent forced or child labour in their manufacturing processes.

Measures Taken to Remediate Any Forced Labour or Child Labour:

No specific instances of forced labour or child labour have been identified within our operations or supply chain. Should we identify any instances, we are committed to responding appropriately to address the issue promptly.

Measures Taken to Remediate the 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:

No measures have been necessary in this area as no vulnerable families have been identified as experiencing a loss of income due to actions taken by the Entity to eliminate forced labour or child labour from our supply chain.

Training Provided to Employees on Forced Labour and Child Labour:

We are a new organization and will train our managers to use a standard screening questionnaire during candidate interviews. This includes verifying eligibility to work in Canada, possession of a valid social insurance number and driver's license, and conducting age verification and other background checks when necessary.

How We Assess Our Effectiveness in Ensuring That Forced Labour and Child Labour Are Not Being Used in Our Business and Supply Chains:

To the best of our knowledge, no instances of forced or child labour have been identified within our operations or supply chain. We commit to continuous monitoring and assessment of our operations and supply chain to prevent the incorporation of unethical practices.

Approval of Our Report

This report has been approved by the Board of Directors of Signature Aluminum Canada Ltd and Signature Precision Fabrication Ltd on May 10, 2025, 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 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.

Full Name: Mike Salveta

Title: HR Lead

Date: May 26, 2025

Signature: 

"I have the authority to bind Signature Aluminum Canada Ltd and Signature Precision Fabrication Ltd"

Policy Statement / Commitment to Compliance:

May 26, 2025

Signature Aluminum Canada Ltd, and Signature Precision Fabrication Ltd., (collectively "Signature") stands resolute in its unwavering commitment to adhere to the provisions outlined in Canada Bill S-211 - the Fighting Against Forced Labour and Child Labour in Supply Chains Act. Rooted in our core values of integrity, responsibility, and respect for human rights, we recognize the imperative of eliminating forced labor, prison labor, and child labor from our intricate supply chains.

Risk Assessment:

Signature understands the critical importance of conducting risk assessments to meticulously pinpoint potential vulnerabilities to forced labor, prison labor, and child labor within our expansive network of suppliers. We will institute questionnaires, monitoring and reporting mechanisms to continually scrutinize and address any emerging risks in our supply chain.

Due Diligence:

Embracing a proactive stance towards ethical sourcing, Signature will embark on a pursuit of due diligence across every facet of our supply chains. Through sustained collaboration with our suppliers, we will enforce stringent compliance standards, fostering an environment of transparency, accountability, and ethical conduct.

Training:

Recognizing that knowledge is a key tool in the fight against exploitation, Signature is committed to empowering our workforce and suppliers with comprehensive training programs. These initiatives will equip participants with the requisite skills to identify, report, and mitigate risks associated with forced labor, prison labor, and child labor, thereby fortifying our collective efforts to uphold human dignity.

Reporting:


Transparency lies at the heart of Signature's corporate ethos. As mandated by Canada Bill S-211, we pledge to furnish detailed reports documenting our pursuit of compliance and ethical sourcing practices. These reports will serve as a beacon of transparency, offering stakeholder's unparalleled insight into our unwavering commitment to combatting exploitation in all its forms.

Remediation:

In the event of any egregious breaches of ethical standards within our supply chains, Signature will act swiftly and decisively to rectify the situation. Leveraging a multifaceted approach that encompasses collaboration with affected suppliers, provision of support to impacted individuals, and implementation of robust corrective measures in our quest to uphold the sanctity of human rights.

Conclusion:

In embracing this comprehensive policy, Signature reaffirms its steadfast dedication to compliance with Canada Bill S-211 and to the eradication of forced labor, prison labor, and child labor from our supply chains. We stand as stalwart champions of human dignity, unwavering in our resolve to foster a global marketplace characterized by integrity, equity, and respect for all.

Signature: 

Title: HR Lead