

# 2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*



## 2024 Report – Introduction

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This report has been prepared by TAQA North Ltd. (“TNL”) in response to the requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for our financial year ending December 31, 2024.

TNL recognizes that the oil and gas industry plays an important role in preventing the risk of forced labour and child labour in Canada’s supply chain. We acknowledge the risks of forced labour and child labour in the oil and gas sector and are committed to continuous improvement in our due diligence, risk assessment, remediation and training processes.

TNL is filing this report on behalf of itself and the TAQA North partnership of which TNL is the managing partner. Neither TNL nor the TAQA North partnership are required to file a report under similar legislation in other jurisdictions. For the purposes of this report, references to TNL include the TAQA North partnership. This report was approved by the TNL board of directors on May 12, 2025.

TNL is committed to identifying, mitigating and preventing forced labour and child labour, and in general, to respecting, protecting and promoting the human rights of people impacted by our operations and supply chain, consistent with the International Bill of Human Rights, ILO Core Conventions, UN Guiding Principles on Business and Human Rights, and OECD Guidelines for Multinational Enterprises.

In addition to other activities, in 2024 TNL continued to rely on its existing policies and procedures (including policies and procedures respecting human rights, ethics and grievance processes, and due diligence processes) to prevent and reduce the risks of forced labour or child labour in our operations and supply chain.

## Organizational structure, activities, and supply chain

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### Structure

TNL is a private company carrying on business and headquartered in Calgary, Alberta. As at December 31, 2024, TNL had approximately 338 employees, all working in Alberta.

TAQA North is a general partnership operating and headquartered in Calgary, Alberta. TAQA North has no employees. TNL is the managing partner of the TAQA North partnership.

### Activities

The Act requires TNL to report on our activities in relation to the production, sale, distribution of goods, both in and outside of Canada, and the importation of goods into Canada. This information is set out below.

TNL is a conventional oil and gas exploration and production company, operating through the TAQA North partnership, and has a diversified asset base with operations primarily focused in Alberta and Saskatchewan, with Alberta being its largest producing area.

Production is derived from a diversified, multi-zone suite of assets. In 2024, TNL produced an average of 76,517 barrels of oil equivalent per day of crude oil, natural gas liquids and natural gas, with a 72% overall gas weighting.

TNL manages an extensive portfolio of gas compression, processing and transportation infrastructure, as well as crude oil batteries.

The hydrocarbons produced by TNL are sold within Canada and in the United States.

## Supply Chain

TNL's supply chain activities are conducted in support of the exploration, production and marketing activities of oil and natural gas and in support of the head office management. TNL works with many suppliers to procure the goods and services needed for its operations which include the following:

### Construction:

Construction focuses on the construction and expansion of pipelines, refineries, gas processing plants, and storage terminals. It encompasses a wide range of activities, such as land acquisition, site preparation, civil works, structural steel fabrication, mechanical and electrical installations, instrumentation, and commissioning. Project management services, contractor fees, materials procurement, and regulatory compliance are also integral components of this category.

### Drilling & Completions:

Drilling & Completions represent the frontline activities in the extraction of hydrocarbons from underground reservoirs. This discipline involves a series of intricate and specialized processes aimed at drilling wells and completing them for production. Activities in this segment include drilling rig rentals, drilling fluid services, casing and cementing operations, directional drilling services, well logging, perforating, hydraulic fracturing, and well completion equipment.

### Facilities Engineering:

The Facilities Engineering discipline is responsible for ensuring functionality, efficiency, and regulatory compliance of oil and gas projects. Facilities engineering covers a spectrum of activities, including conceptual design, feasibility studies, detailed engineering, and regulatory compliance assessments, including engagements with engineering firms, procurement of software tools, and specialized consulting services aimed at optimizing project performance and adhering to technical standards.

### Office Services:

Office Services focus on the administrative needs of oil and gas operations, providing essential support functions to ensure organizational efficiency. This discipline encompasses a variety of activities related to office operations, including office rent, utilities, office supplies, telecommunications, IT infrastructure, software licenses, insurance, legal services, and professional fees. Additionally, activities associated with human resources, finance, accounting, procurement, and corporate governance functions are included in this category.

### Operations & Maintenance:

Operations & Maintenance preserve the integrity and functionality of oil and gas assets throughout their lifecycle. This discipline focuses on the ongoing upkeep, inspection, and repair of production facilities, pipelines, refineries, and distribution networks. Activities in this segment include routine maintenance, equipment inspections, repairs, spare parts procurement, lubricants, chemicals, safety inspections, environmental compliance, and workforce training. Investments in asset integrity management, reliability-centered maintenance, and predictive maintenance technologies also contribute to this category.

### Transportation:

Transportation encompasses expenditures related to various transportation modes, including pipeline transportation, trucking services, rail transportation, and marine shipping. Activities also include logistics management, pipeline maintenance, and integrity management activities aimed at ensuring the safe and reliable transportation of hydrocarbons over long distances. Additionally, investments in pipeline expansion projects, infrastructure upgrades, and regulatory compliance contribute to this category.

### Well Servicing:

Well Servicing involves a suite of activities aimed at maintaining, repairing, and optimizing oil and gas wells to maximize production and operational integrity. Expenditures in this segment cover a range of services, including well servicing equipment rentals, well stimulation (such as hydraulic fracturing or acidizing), workover operations, wireline services, well intervention activities, and well abandonment operations. Additionally, activities related to well integrity assessments, wellhead maintenance, downhole equipment inspections, and remedial cementing operations are included. Investments in well servicing technologies, such as artificial lift systems and production optimization tools, are also part of this category. Moreover, regulatory compliance related to well abandonment and plugging activities are accounted for in this category.

TNL does not import any goods into Canada and relies on its suppliers to procure raw materials that we purchase or rent as finished goods and such suppliers may subcontract the procurement activities to support field operations in Canada.

## Steps to prevent and reduce the risks of forced labour and child labour

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TNL has integrated voluntary human rights measures into our business activities, including in social and environmental management, health and safety, supply chain, security and human resources.

In 2024, TNL took the following steps to prevent and reduce the risks of forced labour and child labour in our operations and supply chain:

- Continued to develop and refine our action plan for addressing forced labour and child labour. Our action plan has focused on identifying and planning activities related to each of the reporting requirements such as policy updates, risk assessment, and training.
- Implemented TNL's recently developed due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and child labour in the organization's activities and supply chains. In 2024, we began integrating the results of our 2023 TNL's global-level supplier due diligence policy into our processes for greater alignment and risk mitigation across the organization.
- Amended existing contracts and updated contract templates to integrate anti-forced labour and anti-child labour clauses.
- Asked counterparties to incorporate clauses against forced labour and child labour into contracts with TNL.
- Continued to keep in place adequate grievance mechanisms (e.g. a confidential, anonymous whistleblower hotline) to receive concerns and complaints related to forced labour and/or child labour.

## Policies and due diligence processes

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### Overview

TNL's due diligence processes involve embedding responsible business conduct into our governance structure, policies, and risk management systems.

### Governance

TNL is committed to strong corporate governance and has established roles that are responsible for overseeing the prevention and mitigation of forced labour and child labour in our operations and supply chains:

- The TNL Board of Directors and the TNL Governance Committee, as well as the legal, contracts and supply chain teams have been made aware of the Act and its requirements.
- TNL's Legal Department is responsible for ensuring that the organization is made aware of its responsibilities to comply with modern slavery legislation, procurement, supply chain due diligence.
- All employees across all functions and sites must follow the organization's ethics policies and procedures.

## Policies

TNL has adopted the following policies addressing responsible business practices:

- Anti-Bribery & Corruption and Anti-Fraud Policy
- Anti-Money Laundering Policy
- Business Partner Due Diligence Policy
- Business Partner Code of Conduct
- Code of Ethics & Business Conduct
- Conflicts of Interest Policy
- Sanctions and Trade Controls Policy
- Speaking Up Policy (which provides a grievance process and confidential, anonymous whistleblower hotline)
- Local Procurement Procedure

The Code of Ethics & Business Conduct, the Business Partner Due Diligence Policy and the Business Partner Code of Conduct each specifically include one or more references to child labour, human trafficking and modern slavery.

## Due diligence processes

TNL has implemented risk assessment and due diligence processes to evaluate, prevent and mitigate human rights risks in our operations and with our suppliers.

In 2024, TNL's due diligence processes included:

- Use of a comprehensive third-party due diligence screening tool to pre-qualify suppliers.
- Use of grievance reporting system via a confidential, anonymous whistleblower hotline.
- Amending over 80% of our existing supply contracts to add specific anti-forced labour and anti-child labour clauses that require suppliers and sub-suppliers to have policies and procedures in place for identifying and prohibiting the use of forced labour and child labour in their activities and supply chains.
- Requiring suppliers to acknowledge TNL's Business Partner Code of Conduct.
- Initiating a supplier mapping exercise that requires suppliers to assess their own supply chains for risks of forced labour and child labour, and to provide information about their internal fair labour practices and policies to TNL.

## Forced labour and child labour risk

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TNL has business activities in Alberta, Saskatchewan and British Columbia. In 2024, TNL used suppliers from Canada, Hong Kong, Portugal, the United Kingdom and the United States. TNL acknowledges that the nature of the goods and services procured in support of our oil and gas industry activities can create potential human rights risks.

As at the date of this report, our approach to identifying the risks of forced labour and child labour has focused on the sector we operate in, as well as the location of our activities and operations, and on employees, contractors and direct suppliers at our operating sites.

## Remediation measures and remediation of loss of income

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In 2024, TNL did not receive any complaints relating to forced labour or child labour in our operations or supply chain, and as such, TNL has not taken any remediation measures or remediation of loss of income to families due to forced labour or child labour.

## Employee training

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In March, April, and November of 2024, TNL delivered specific training on forced labour and child labour to targeted personnel groups, including TNL's board of directors, TNL's executive leadership team, TNL's mid and senior leaders, and TNL's legal, contracts and supply chain teams.

## Assessing effectiveness

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As at the date of this report, TNL has not taken any actions to assess the effectiveness of our efforts in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

## Approval and attestation

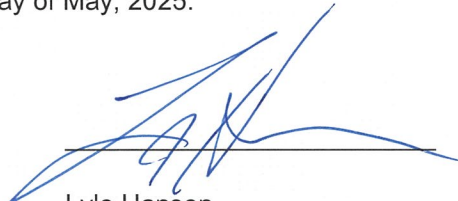
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In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable 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 in the City of Calgary, Alberta, this 15 day of May, 2025.



Lyle Hansen  
President  
Director



Lyle Hansen  
President, TAQA North Ltd.  
Director, TAQA North Ltd.

I have the authority to bind TAQA North Ltd.

As the President and a Director of TAQA North's managing partner, TAQA North Ltd., I have the authority to bind TAQA North.