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May 7, 2025

SUBJECT: Attestation of True and Accurate Report

To Whom It May Concern:

I do hereby attest that the report uploaded to the official Canadian website in support of our annual report pursuant to the Act to Engage the Fight Against Forced Labour and Child Labour in Supply Chains Act is true and correct to the best of my knowledge.

Sincerely,

A handwritten signature in black ink, appearing to read "Kathryn Anderson", with a long horizontal flourish extending to the right.

Kathryn Anderson
General Counsel and Director of Legal

Kathryn.Anderson@ulteig.com

Questions marked with an asterisk (*) are mandatory.

1. Which of the following accurately describes the entity's structure? (Mandatory)

Corporation

Trust

Partnership

Other unincorporated organization

2. Which of the following accurately describes the entity's activities? Select all that apply. (Mandatory)

Note: If an organization is not involved in any of the following activities, then it may not be required to report, even if it meets the definition of **entity**.

Producing goods (includes manufacturing, extracting, growing and processing), in Canada

Producing goods (includes manufacturing, extracting, growing and processing), outside Canada

Importing into Canada goods produced outside Canada

Controlling an entity engaged in producing goods, in Canada

Controlling an entity engaged in producing goods, outside Canada

Controlling an entity engaged in importing into Canada goods produced outside Canada

3. What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply. (Mandatory)

Mapping activities

Mapping supply chains

Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains

Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains

Developing and implementing an action plan for addressing forced labour and/or child labour

Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily

Addressing practices in the organization's activities and supply chains that may cause or contribute to the risk of forced labour and/or child labour

Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains

Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour

Requiring suppliers to have policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains

Developing and implementing child protection policies and processes

Developing and implementing anti-forced labour and/or -child labour contractual clauses

Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists

Auditing suppliers

Monitoring suppliers

Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour

Developing and implementing grievance mechanisms to address complaints in the workplace

Developing and implementing training and awareness materials on forced labour and/or child labour

Developing and implementing procedures to track effectiveness in addressing forced labour and/or child labour

Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour

Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks

Information not available for this reporting period

4. Please provide additional information describing the steps taken (if applicable) (3,000 character limit).

Please note that information entered could be identifying information. In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

5. Does the entity currently have policies and/or due diligence processes in place related to forced labour and/or child labour? (Mandatory)

Yes

No

5.1 If yes, which elements of the policies and/or due diligence process has the entity implemented in relation to forced labour and/or child labour?

Select all that apply. (Mandatory)

Embedding responsible business conduct into policies and management systems

Identifying and assessing potential and actual adverse impacts in operations, supply chains and business relationships

Ceasing, preventing or mitigating potential and actual adverse impacts

Tracking implementation and results

Communicating how impacts are addressed

Providing for or cooperating in remediation when appropriate

6. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Mandatory)

Note: Entities are being asked to **indicate if they have considered the ways in which their activities and supply chains could potentially cause, contri**

Yes, we have identified parts of our activities and/or supply chains that carry risks to the best of our knowledge and will continue to identify emerging risks.

Yes, we have started the process of identifying parts of our activities and/or supply chains that carry risks, but there are still gaps in our assessments.

No, we have not started the process of identifying parts of our activities and/or supply chains that carry risks of forced labour or child labour being used.

6.1 If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains?

Select all that apply. (Mandatory)

The sector or industry it operates in

The types of products it produces or imports

The locations of its activities, operations or factories

The types of products it sources

The raw materials or commodities used in its supply chains

Tier one (direct) suppliers
Tier two suppliers
Tier three suppliers
Suppliers further down the supply chain than tier three
The use of outsourced, contracted or subcontracted labour
The use of migrant labour
The use of forced labour
The use of child labour

None of the above

7. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Mandatory)

Agriculture, forestry, fishing and hunting
Crop production
Animal production and aquaculture
Forestry and logging
Fishing, hunting and trapping
Support activities for agriculture and forestry
Mining, quarrying, and oil and gas extraction
Oil and gas extraction
Mining and quarrying (except oil and gas)
Support activities for mining, and oil and gas extraction
Utilities
Construction
Construction of buildings
Heavy and civil engineering construction
Specialty trade contractors
Manufacturing
Food manufacturing
Beverage and tobacco product manufacturing
Textile mills
Textile product mills
Apparel manufacturing
Leather and allied product manufacturing
Wood product manufacturing
Paper manufacturing
Printing and related support activities
Petroleum and coal product manufacturing

Chemical manufacturing
Plastics and rubber products manufacturing
Non-metallic mineral product manufacturing
Primary metal manufacturing
Fabricated metal product manufacturing
Machinery manufacturing
Computer and electronic product manufacturing
Electrical equipment, appliance and component manufacturing
Transportation equipment manufacturing
Furniture and related product manufacturing
Other manufacturing
Wholesale trade
Farm product merchant wholesalers
Petroleum, petroleum products, and other hydrocarbons merchant wholesalers
Food, beverage and tobacco merchant wholesalers
Personal and household goods merchant wholesalers
Motor vehicle and motor vehicle parts and accessories merchant wholesalers
Building material and suppliers merchant wholesalers
Machinery, equipment and supplies merchant wholesalers
Business-to-business electronic markets, and agents and brokers
Other merchant wholesalers
Retail trade
Motor vehicle and parts dealers
Building material and garden equipment and supplies dealers
Food and beverage retailers
Furniture, home furnishings, electronics and appliances retailers
General merchandise retailers
Health and personal care retailers
Gasoline stations and fuel vendors
Clothing, clothing accessories, shoes, jewelry, luggage and leather goods retailers
Sporting goods, hobby, musical instrument, book, and other retailers
Transportation and warehousing
Air transportation
Rail transportation
Water transportation
Truck transportation
Transit and ground passenger transportation

Pipeline transportation
Scenic and sightseeing transportation
Support activities for transportation
Postal service
Couriers and messengers
Warehousing and storage
Information and cultural industries
Motion picture and sound recording industries
Publishing industries
Broadcasting and content providers
Telecommunications
Computing infrastructure providers, data processing, web hosting, and related services
Web search portals, libraries, archives, and all other information services
Finance and insurance
Monetary authorities - central bank
Credit intermediation and related activities
Securities, commodity contracts, and other financial investment and related activities
Insurance carriers and related activities
Funds and other financial vehicles
Real estate and rental and leasing
Real estate
Rental and leasing services
Lessors of non-financial intangible assets (except copyrighted works)
Professional, scientific and technical services
Management of companies and enterprises
Administrative and support, waste management and remediation services
Administrative and support services
Waste management and remediation services
Educational services
Health care and social assistance
Ambulatory health care services
Hospitals
Nursing and residential care facilities
Social assistance
Arts, entertainment and recreation
Performing arts, spectator sports and related industries
Heritage institutions

Amusement, gambling and recreation industries
Accommodation and food services
Accommodation services
Food services and drinking places
Other services (except public administration)
Repair and maintenance
Personal and laundry services
Religious, grant-making, civic, and professional and similar organizations
Private households
Public administration
Federal government public administration
Provincial and territorial public administration
Local, municipal and regional public administration
Indigenous public administration
International and other extra-territorial public administration

None of the above

Other, please specify

8. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (3,000 character limit).

Please note that information entered could be identifying information. In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

9. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Mandatory)

Yes, we have taken measures

No, we have not taken measures

Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

9.1 If yes, which remediation measures has the entity taken? Select all that apply. (Mandatory)

Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support

Compensation for victims of forced labour or child labour and/or their families

Actions to prevent forced labour or child labour and associated harms from reoccurring

Grievance mechanisms

Formal apologies

10. Has the entity taken any measures to remediate the loss of income to the most vulnerable individuals and families that results from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Mandatory)

Yes, we have taken measures

No, we have not taken measures

Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

11. Does the entity currently provide training to employees on forced labour and/or child labour? (Mandatory)

Yes

No

11.1 If yes, is the training mandatory? (Mandatory)

Yes, the training is mandatory for all employees.

Yes, the training is mandatory for employees making contracting or purchasing decisions.

Yes, the training is mandatory for some employees.

No, the training is voluntary.

12. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Mandatory)

Yes

No

12.1 If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Mandatory)

Setting up a regular review or audit of the entity's policies and procedures related to forced labour and child labour

Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and child labour clauses

Partnering with an external organization to conduct an independent review or audit of the entity's actions

Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators