



**Commercial
Products**

**Industrial
Products**

**Turbine
Products**

**Retrofit
Solutions**

Fighting Against Forced Labour and Child Labour in Supply Chains Report

Legal Name: VAW Systems Ltd.

Financial Reporting Year: January 1, 2024, to December 31, 2024

Revised Report: No

Business Number: 105499750

Joint Report: No

Reporting Obligations in other jurisdictions: No

Entity categorization: Corporation

Sector/Industry: Manufacturing

Location: 1300 Inkster Boulevard, Winnipeg, MB, Canada R2X 1P5

ENTITY STRUCTURE, ACTIVITIES AND SUPPLY CHAINS.

VAW is headquartered in Winnipeg, Manitoba, and operates primarily as a custom manufacturer of engineered noise control products. VAW produces goods for sale and distribution both in and outside of Canada.

VAW purchases goods almost exclusively from North American suppliers, with the largest spend going towards Rolled-Steel suppliers and fabricators. VAW also spends significantly in the procurement of goods such as media, gasketing and sealants, paint, and various hardware, along with packaging and freight services.

VAW coordinates freight for shipping destinations within Canada and the US. For orders with a final destination outside of North America, freight is coordinated by customers.

IDENTIFIED RISKS

As of 2024, VAW considers its supply chain to be low risk, mainly due to its primary sourcing from North American suppliers. A risk assessment was performed in 2024, with a focus on reviewing steel product suppliers and manufacturing subcontractors. VAW Reviewed Material Test Reports to monitor location of melt for incoming steel purchases, and reached out to key suppliers to confirm the steps they are taking to reduce the chance of forced labour in their supply chains.

VAW Systems Ltd.
1300 Inkster Boulevard
Winnipeg, Manitoba R2X 1P5

Tel: 204-697-7770
Fax: 204-697-7789
info@vawsystems.com
vawsystems.com

POLICIES AND DUE DILIGENCE

In 2024, VAW reviewed the internal policies and procedures in place to prevent and reduce the risk of forced labour or child labour in the supply chain.

Internally, VAW complies with all Provincial and Federal Labour laws. All production employees are unionized, and any overtime is voluntary. In 2024, VAW developed a Company Code of Conduct to further cement in writing those responsible business practices already in place at the Company. VAW maintains a Respectful Workplace Policy, and is committed to creating a workplace free from harassment and discrimination.

Externally, VAW maintains long-term relationships with many of the company's major suppliers. VAW monitors Material Test Reports received on steel purchases to comply with various customer information requests on the usage of conflict minerals tantalum, tin, tungsten, and gold.

REMEDIATION MEASURES

VAW did not identify any forced labour or child labour in its supply chain. As such, no remediation measures were identified or taken in 2024.

EMPLOYEE TRAINING

In 2024, awareness training was undertaken by the compliance team. No further formal training was provided to employees.

ASSESSING EFFECTIVENESS

VAW complies with all Canadian employment and workplace safety laws and regulations, and the vast majority of suppliers are based in North America. For these reasons, VAW has taken no actions in 2024 to assess its effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains. VAW has identified little to no risk of forced labour or child labour being used in its supply chain.

SIGN OFF

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the reporting year ending December 31, 2024. It has been issued on behalf of VAW Systems Ltd. and approved by VAW Systems Ltd. Board of Directors.

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.

I have the legal authority to bind VAW Systems Ltd.

Signed,



Dan Sierens
Chairman of the Board of Directors
January 30, 2025