



VR Mechanical Solutions Inc.

Report: *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Part 1 – Submission Information

1. This report is for: An Entity
2. Legal name of reporting entity or government institution: VR Mechanical Solutions Inc.
3. Reporting Year: May 31, 2025 deadline
4. Financial Reporting Year Covered by Report:
Start Date: July 1st, 2023
End Date: June 30th, 2024
5. Is this a revised version of a report already submitted this reporting year? No
6. Business Number: 804 181 055
7. Is this a joint report? No
8. Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? No
9. Which of the following categories applies to the entity? Select all that apply:
 - Canadian Business Presence (select all that apply):
 - Has a place of business in Canada
 - Does business in Canada
 - Has assets in Canada
 - Meets size related thresholds (select all that apply):
 - Has at least \$20M in assets for at least one of its two most recent financial years
 - Has generated at least \$40M in revenue for at least one of its two most recent financial years
 - Employs an average of at least 250 employees for at least one of its two most recent financial years
10. In which of the following sectors or industries does the entity operate? Select all that apply:
Construction, Specialty Trade Contractors
11. In which country is the entity headquartered or principally located? Canada
12. In which province or territory is the entity headquartered or principally located? Ontario



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Part 2 – Annual Report

1. Which of the following accurately describes the entity's structure? Corporation
2. Which of the following accurately describes the entity's activities? Select all that apply.
Other:
 - Selling goods, in Canada
 - Distributing goods, in Canada
3. What steps has the entity taken in its 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.
 - Developing and implementing an action plan for addressing forced labour and/or child labour
 - Developing and implementing training and awareness materials for forced labour and/or child labour
 - Other: All employees hired live in Ontario and are Canadian Citizens. Majority of employees are members of a union (Local 46 - Licensed Plumbers and Steamfitters, Toronto) and we hire them from there.
4. Does the entity currently have policies and/or due diligence processes in place related to forced labour and/or child labour?
 - Yes
5. 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.
 - Embedding responsible business conduct into policies and management systems
6. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?
 - 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.
7. 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.
 - None of the above



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8. 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.
 - None of the above
9. 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 organization has taken to assess and manage that risk (if applicable)
 - Not applicable.
10. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?
 - Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.
11. 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?
 - 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.
12. Does the entity currently provide training to employees on forced labour and/or child labour?
 - No
13. 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?
 - Yes
14. If yes, what method does the entity use to assess its effectiveness? Select all that apply:
 - Setting up regular review or audit of the entity's policies and procedures related to forced labour and child labour



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Attestation by VR Mechanical Solutions Inc.

This report has been reviewed and was approved by the owner of VR Mechanical Solutions Inc. May 28, 2025

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Owner of VR Mechanical Solutions Inc., attest that I have reviewed the information contained in the report on behalf of the governing body of 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 within this report.

A handwritten signature in black ink, appearing to read 'John Stewart', with a large, sweeping flourish at the end.

John Stewart
Owner
I have the authority to bind VR Mechanical Solutions Inc.

Date of Signature
May 28, 2025