

Webco Industries, Inc. Forced Labour in Canadian Supply Chains Report	
Full Legal Name	Webco Industries, Inc.
Legal Structure	Corporation
Organizational Structure	Departmentation
Number of Employees	1500+
Number of Employees in Canada	0
Partner Organizations	N/A
Control of other entities	Phillips & Johnston, Inc. (wholly owned subsidiary) located in United States
Activities	Importation of goods into Canada from the United States
Supply Chain Suppliers	Nucor Big River Steel Cleveland Cliffs ATI
Supply Chain Source Countries	United States of America Germany Sweden Finland Indonesia Romania Brazil
Policies & Due Diligence Processes	Webco has an internal policy regarding child labor and forced labor. This policy details the companies expectations within our own organization as well as our expectations with our suppliers, contractors, vendors, and customer.
Forced and Child Labor Risks	Webco recognizes that as a global supplier and purchaser that there is inherent risk with suppliers and customers for child and forced labor. Webco is diligent in its processes to review the suppliers in which material is purchased. Webco has never identified child labor within any of its supply chain.
Remediation Measures	Webco has assessed our activities and supply chains. Our supply chains do not carry a risk of forced and child labor, therefore remediation is not applicable at this time.
Training	All Webco employees are trained on Webco policies and procedures
Assessing Effectiveness	Webco has an internal policy regarding child labor and forced labor. This policy details the companies expectations within our own organization as well as our expectations with our suppliers, contractors, vendors, and customer. If Webco identifies any business partners that utilize child or forced labor, Webco will immediately terminate that business relationship.

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 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	Michael Howard
Title	VP / CFO
Date	5/1/2025
Signature	

I have the authority to bind Webco Industries, Inc.