

Westlam Industries Ltd.

Corporate Policy on Forced Labour and Child Labour

This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) by Westlam Industries Ltd. (“Westlam”) and provides an overview of the measures, actions and activities undertaken by Westlam to assess, prevent and reduce the risk of forced labour and child labour in our business and supply chain.

Westlam is incorporated in British Columbia and operates out of facilities located in Langley, British Columbia, Canada.

About Westlam

Westlam is a privately owned business with approximately 175 employees. Westlam is an overlay plywood manufacturer, specializing in concrete form MDO (medium density overlay) and HDO (high density overlay), General Purpose MDO and construction grade plywood.

Our Commitment

At Westlam, fundamental human rights are at the core of what we do. From employee hiring and workplace behaviours, we value human rights. We recognize the importance of our obligations to be a good corporate citizen, and to observe and promote provincial, federal and internationally recognized human rights, laws and principles.

Policies and Procedures in relation to Forced and Child Labour

Westlam has internal policies and practices in place for our employees, including a Code of Conduct, which sets out the ethical business conduct principles with which all employees must comply. The Code of Conduct must be adhered to by all staff. Other relevant policies which we have adopted include policies on Health and Safety and Harassment and Discrimination.

In addition to our internal policies, Westlam has a long history of working with our suppliers, and in most cases have conducted site visits with these suppliers.

Supply Chain

Westlam imports products from the United States to be used in our manufacturing process. As noted above, Westlam has a long and successful history of working with the same suppliers for many years. As a result, Westlam has strong interpersonal relationships with our first-tier suppliers. In the coming months, we will be seeking certifications from our first-tier suppliers to further assess our risks in the supply chain.

Given our supply chain and the knowledge of our suppliers, we consider the risk of forced and child labour in Westlam supply chains to be low.

Remediation Measures

We have not identified any incidents of forced or child labour in our supply chains and therefore we have not taken any steps to mitigate any negative impacts on vulnerable families. If we, at any time, determine that there is a risk of forced or child labour, we are committed to taking appropriate remedial action and assisting vulnerable families.

Training

Westlam provides information to all new employees which includes familiarization with key policies and practices. This training is expected to ensure that new hires understand the ethical business conduct to which they are expected to adhere. Employees are required to review the employee manual and sign an acknowledgement that they understand the policies.

Approval & Attestation

In accordance with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in the Report for Westlam Industries Ltd. I attest that based on my knowledge and having exercised reasonable diligence, the information is true, accurate and complete in all material respects for the purposes of the Act.



Laurie Larson, CGA, CPA, CBV

Chief Executive Officer

May 29, 2025