

Annual Report on Forced and Child Labour in Supply Chains for 2025

Company Overview

Company Name: ACADIAN CONSTRUCTION (1991) LTD.

Reporting Period: January 1, 2025 - December 31, 2025

Submission Date: May 6, 2026

Approved by: Marilou Savoie, President

Introduction

This report is submitted in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211), which mandates Canadian companies to disclose their efforts and measures to prevent forced and child labour within their supply chains. The Act aims to promote transparency and accountability among businesses to combat modern slavery.

2025 Activities and Compliance Status

Summary: During the 2025 reporting period, Acadian Construction (1991) Ltd. developed formal procedures, policies and training to specifically address the risks of forced and child labour within our supply chains. This report outlines our status for 2025. Since the adoption of the Bill S-211 in January 2024, Acadian Construction has developed, implemented and maintained comprehensive policies.

1. Company Structure, Activities, and Supply Chains

- **Structure:** Acadian Construction (1991) Ltd. is a corporation.
- **Activities:** Acadian Construction (1991) Ltd. is a commercial general contractor specializing in commercial construction and renovation projects in New Brunswick, Nova Scotia and Prince Edwards Island. Our main office is located in Dieppe, NB with a satellite office in Halifax, NS. We subcontract approximately 90% of our work and most of the products are purchased by our subcontractors. The goods we purchase are raw materials, concrete, wood, misc. hardware and building material supplies

through local suppliers. We do not produce or manufacture any goods. We offer a service.

- **Supply Chains:** Our supply chains include sourcing raw materials, construction supplies, and subcontracting services. Our suppliers and our subcontractor's suppliers often get their products from other suppliers that may have other suppliers involved. (Suppliers further down the supply chain than tier three). There is sometime no knowledge or available information of the manufacturers point of origin and policies.

2. **Policies and Due Diligence Processes**

- We have developed and implemented policies and procedures in line with Bill S-211 requirements. We now have a policy against Forced and Child Labour that is part of all our contractual agreements.

3. **Measures Taken to Remediate Forced and Child Labour**

- We have establish mechanisms for identifying and remediating forced and child labour, including collaboration with suppliers and stakeholders to ensure compliance and support for affected individuals.

4. **Addressing Financial Impact on Vulnerable Families**

- Our policy includes strategies to mitigate any adverse financial impacts on vulnerable families affected by efforts to eliminate forced and child labour.

5. **Employee Training on Forced and Child Labour**

- We have introduce an awareness video and a policy against Forces and Child Labour for all employees as part of our annual Safety orientation and part of our new employee orientation, to raise awareness about forced and child labour issues and ensure compliance with our new policies.

6. Assessing Effectiveness

- We will continue to develop and implement evaluation methods to assess the effectiveness of our policies and procedures, ensuring continuous improvement and compliance with the Act.

This report will be published on our company's website and submitted to the Minister of Public Safety and Emergency Preparedness as required by Bill S-211.

Note: This report marks our journey towards comprehensive compliance with Bill S-211, and we are committed to transparency and continuous improvement in our practices.

"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 authority to bind 'Acadian Construction (1991)Ltd.'



Marilou Savoie
President – Acadian Construction (1991)Ltd.
May 6, 2026