

2025 Report on compliance with Fighting Against Forced Labour and Child Labour in Supply Chains Act

Dajcor Aluminum Ltd.

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Reporting year – 2025 (No Revisions)

This report outlines **Dajcor Aluminum Ltd.'s** (“Dajcor Aluminum”) efforts to comply with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) and reaffirms its commitment to ethical sourcing practices throughout its supply chain. This includes identifying potential risk areas within the supply chain and evaluating vendors based on their human rights policies, practices, and reporting.

Although no new measures were implemented during the previous financial year, Dajcor Aluminum continues to enforce its existing policies and due diligence processes to effectively manage supply chain risks. These measures include a Supplier Code of Conduct, Forced Labour and Human Rights Policies, and an annual review of critical suppliers.

Structure, Activities and Supply Chain

Dajcor Aluminum is incorporated pursuant to the laws of the Province of Ontario and is the leading Canadian supplier of extruded, fabricated/machined and anodized aluminum components and assemblies to various markets. It manufactures aluminum extrusion in Canada and the United States of America and purchases aluminum billet domestically from third parties that may import aluminum from Europe and South Asia.

Policies and Due Diligence Processes

Dajcor Aluminum has embedded responsible business conduct into its policies and management systems.

Supplier Code of Conduct

Dajcor Aluminum has a detailed Supplier Code of Conduct that outlines the ethical standards and expectations for suppliers. This code covers areas such as labor practices, environmental sustainability, and business integrity. Suppliers on the approved supplier list for Dajcor are required to adhere to these standards as a condition of doing business with Dajcor Aluminum.

Supplier Declaration

To ensure transparency and accountability, all approved suppliers are asked to complete a Supplier Declaration confirming their compliance with Dajcor Aluminum's Supplier Code of Conduct. This declaration serves as a formal acknowledgment of their commitment to ethical business practices.

Steps to Prevent and Reduce Risks of Forced Labour and Child Labour

Supplier Onboarding Process

Dajcor Aluminum's critical supplier onboarding process includes a thorough assessment of potential suppliers' adherence to ethical standards. This may include conducting background checks, reviewing past performance, and verifying compliance with regulatory requirements for high-risk vendors.

Supplier Review Process

The critical supplier review process includes an annual evaluation of suppliers' human rights policies and reports. At risk suppliers are assessed based on their efforts to prevent and reduce the risks of forced labor, discrimination, and child labor. Suppliers that do not meet these standards may be subject to further review or termination of the business relationship.

Supplier Selection

Dajcor Aluminum's process for selecting critical suppliers prioritizes ethical sourcing practices. In addition to considering factors such as cost, quality, and reliability, suppliers are evaluated based on their commitment to social responsibility, environmental sustainability, and human rights.

Adherence to Local Laws and Policies

Dajcor Aluminum complies with the laws of the Province of Ontario, as well as our Human Rights Policy, Forced Labour and ESG Policies.

Forced Labour and Child Labour Risks

Risk Assessment in the Supply Chain

Dajcor Aluminum has identified forced labour and child labour risks in its Raw Material (Aluminum) suppliers. These suppliers were identified as risks due to their geographical regions and industries that have historically inadequate labor protections, potential for forced labor, and limited oversight of working conditions. Efforts are ongoing to mitigate these risks through enhanced due diligence and collaboration with reputable suppliers.

Remediation Measures

To date we have not identified any forced labour or child labour in our own production or those of our existing suppliers and therefore no remediation measures have been necessary, nor have we identified any loss of income to those most vulnerable.

Training on Forced Labor

At Dajcor, all employees are trained in the areas of discrimination and workplace harassment. Additional training to all workers was rolled out when our Human Rights, Forced Labour, and ESG Policies were created and implemented.

Assessing Effectiveness

To assess effectiveness, Dajcor Aluminums' annual critical supplier review includes sustainability indicators for tracking vendor performance. At risk suppliers are graded on evidence of human rights and forced labour policies and on compliance with the Dajcor Supplier Code of Conduct.

Conclusion

Dajcor Aluminum remains committed to upholding ethical standards in its business activities, supply chain and ensuring compliance with the Act. Through the implementation of robust supplier management processes, collaboration with responsible suppliers, and ongoing risk assessments, Dajcor Aluminum strives to promote ethical sourcing practices and contribute to a more sustainable and socially responsible business environment.

Attestation

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.



Full Name: *Jamie Neill*

Title: *CFO*

Date: *4/20/2026*

I have the authority to bind Dajcor Aluminum Ltd.