

Alliance Technical Group, LLC

and

Alliance Technical Group North, Inc.

**ANNUAL JOINT REPORT PURSUANT TO CANADA'S FIGHTING AGAINST FORCED
LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT (Bill S-211)**

For the fiscal year ending 2025

Structure & Activities

- a) **Alliance Technical Group, LLC** (“ATG”) is a Tennessee limited liability company (USA) specializing in premium environmental consulting, site testing and monitoring and laboratory testing and analysis. ATG’s principal place of business is 255 Decatur Street SE, Suite 600, Decatur, AL 35601.
- b) **Alliance Technical Group North, Inc.** (“ATGN”) is a Canadian corporation specializing in environmental engineering and science consulting. ATGN’s principal place of business is 1100 Dearness Dr., Unit 11, London, ON N6E 1N9, Canada.

ATG and ATGN (collectively referred to herein as “**Alliance**”) operates in the United States and Canada and is committed to conducting business with high standards of responsibility, integrity and ethical behavior.

Supply Chain

Our supply chain primarily consists of:

- Laboratory equipment and reagent suppliers
- Environmental field equipment providers
- Subcontracted consultants and technicians
- IT and data management systems for monitoring and reporting
- Facility management and administrative services

Our direct suppliers are typically based in Canada and the U.S.; however, we recognize that certain goods or components may originate from global supply chains that pose a higher risk of forced or child labor.

Policies & Due Diligence Processes

We are committed to maintaining ethical labor practices and ensuring our suppliers share these values. Our policies include:

- Code of Conduct Policy
- Code of Conduct Policy for Government Contracts
- Sustainable Procurement Policy
- Business Ethics Policy
- Combating Modern Slavery and Human Trafficking Policy
- Labor and Human Rights Policy
- Contractual obligations for compliance with labor laws
- Vendor onboarding process which includes screening for labor practices and certifications

Supply Chain Risk Assessment

The services Alliance provides are conducted by skilled employees that monitor and mitigate risk in our operations. We perform supply chain risk assessments to evaluate:

- Participation in third-party human rights or social responsibility management / certification programs
- Independent third-party audit and/or client led evaluation programs
- Supplier's Modern Slavery and Forced Labor policy and enforcement of the policy
- Issues around Modern Slavery or Forced Labor.
- Supplier's Code of Conduct
- Supplier's training practices
- Countries where products are sourced

Remediation of Forced & Child Labor

In the event forced labor or child labor is identified in our supply chain:

- We will immediately suspend procurement from the involved supplier.
- A formal investigation will be launched, involving legal, procurement, and sustainability leads.
- A corrective action plan will be required from the supplier, including third-party verification.
- If remediation is not feasible or effective, the supplier will be terminated.

Remediation of Vulnerable Family Income Loss

Recognizing the broader impacts of removing labor from families relying on child income, we will:

- Prefer suppliers who have demonstrated responsible remediation programs.

Awareness Training

We conduct annual training for:

- Procurement teams, contract managers, and project leads on identifying red flags for forced or child labor.
- Key employees on reporting mechanisms and escalation procedures.

Training materials are updated in accordance with new legislation, supplier trends, and global best practices.

Assessing Effectiveness

We conduct internal audits of our supply chain partners. These audits are designed to identify any instances of non-compliance with our labor standards, including the use of force or child labor. We use risk-based criteria to evaluate suppliers based on geographic location, industry and past compliance history. Higher-risk suppliers may be subject to more frequent and detailed assessments.

We maintain anonymous channels for employees and workers in our supply chain to report labor violations safely and without retaliation. This mechanism provides clear timelines,

responsibilities and follow-up mechanisms to ensure issues are resolved and improvements are sustained.

Through these mechanisms, we aim to not only detect and prevent labor violations but also foster a culture of accountability and respect for human rights across our entire value chain.

Joint report for the following entities: Alliance Technical Group, LLC

Alliance Technical Group North, Inc.

Financial reporting year:

Fiscal Year-Ended December 31, 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 (4)(b)(ii) thereof, I, in the capacity of Chief Administrative Officer of Alliance Technical Group, LLC and President of Alliance Technical Group North, Inc., attest that I have reviewed the information contained in the report on behalf of the governing body of the entities listed above. Based on my knowledge, and having exercised reasonable diligence, and 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. I have authority to bind the entities.

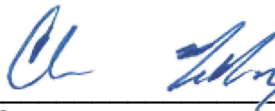


James W. Herr
Chief Administrative Officer / President

Date: 04/28/2026

Governing Body Attestation:

I, Chris LeMay, managing member of the governing bodies of Alliance Technical Group, LLC and Alliance Technical Group North, Inc., affirm approval by the governing bodies of each entity included in this Report and confirm James W. Herr has legal authority to execute this Report binding Alliance Technical Group, LLC and Alliance Technical Group North, Inc.



Chris LeMay
Managing Member

Date: 04/28/2026
