



Forced Labour and Child Labour Prevention Report

Prepared on: April 22, 2026

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Reporting Details

This report is for the reporting period of January 1, 2025 – December 31, 2025. This report was prepared by and is for Doidge Building Centres Ltd and its subsidiaries. Doidge Building Centres Ltd. business number is 861487833. Doidge Building Centres Ltd has 9 locations and operates in the retail sector and the manufacturing sector in Ontario, Canada.

Hiring Practices

Doidge Building Centres Ltd ensures safe and legal hiring practices across our 9 locations. We adhere to the minimum working ages for all our employees. We recognize that we operate in two sectors, retail and manufacturing, and we monitor the minimum working ages for both sectors. Additionally, in our workplaces we have a variety of departments; office, retail store, and warehouse/lumberyard. We recognize that the minimum working age for all departments may vary and that we abide by the law as set out by the Government of Canada and the Government of Ontario.

The company recognizes that the minimum wage in our operating province of Ontario, Canada is \$17.60 (general minimum wage), and \$16.60 (student minimum wage). We abide by these minimum wages to ensure that our workers are compensated fairly. We monitor minimum wage increases in Ontario to ensure compliance at all times.

Hazardous Work

Doidge Building Centres Ltd recognizes that some work in our workplace requires physical effort and may be around hazardous products.

Training

All employees are required to complete comprehensive Health and Safety Training. This includes online training, on-the-job training, and constant communication with supervisors and the health and safety committee at each workplace. All training is recorded and stored in the workplace.

Minimum ages

Some of the work completed at Doidge Building Centres requires operating machinery or vehicles that require a license or certification. The company ensures that employees have the appropriate license or certification prior to operation. Some equipment and vehicles have minimum ages for operation, which we adhere to and monitor to ensure a safe working environment for all our employees.

Compliance

The Human Resources department, management, and joint health and safety committees monitor changing laws in Canada and Ontario to ensure that we are compliant at all times.

Monitoring

Doidge Building Centres Ltd takes responsibility for monitoring workers' operation of equipment and vehicles to ensure that they are safe at all times. We ensure that the minimum ages are adhered to at all times to prevent child labour and ensure that all employees are safe in the workplace.

Supply Chain

Doidge Building Centres Ltd partners with multiple suppliers to ensure that we have the goods needed for our retail locations and our truss plant. When selecting suppliers, we conduct research to ensure that they are located within Canada and that they adhere to safe work practices, including not engaging in forced labour and/or child labour.

We take pride in our partnerships as we feel that our suppliers are an extension of our reputation, and we continue to monitor these companies to ensure that they follow responsible practices.

Training

Anyone in a purchasing role at Doidge Building Centres Ltd is trained on the suppliers that the company uses. They are taught that these are researched and trusted suppliers for our business needs. If a new supplier is presented, anyone in a purchasing role is to have the supplier approved by management so that we can ensure the company adheres to safe practices including prevention of child labour and forced labour.

Approval and Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of President and CEO, attest that I have reviewed the information contained in the report on behalf of the governing body of 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 within this report.



Andrew Doidge, President and CEO
Doidge Building Centres Ltd.

April 22nd, 2026

Date

I, Andrew Doidge, confirm that I have the authority to bind Doidge Building Centres Ltd.



Andrew Doidge, President and CEO
Doidge Building Centres Ltd