



HERCULES

GROUP OF COMPANIES

Company Name: Hercules SLR Inc.

Company number: 876547290

Year ended: February 2026

Final Report on Bill S-211 Compliance: Hercules Group of Companies

Executive Summary:

This final report provides an overview of Hercules Group of Companies' efforts to comply with the requirements of Bill S-211, "An Act to enact the Modern Slavery Act and to amend the Customs Tariff." The report outlines the steps taken by Hercules Group of Companies to address forced labor and child labor in its operations and supply chains, assesses the company's compliance status, and highlights areas for ongoing improvement.

Introduction:

As a responsible corporate citizen, Hercules Group of Companies recognizes the importance of ethical sourcing practices and compliance with regulatory requirements aimed at combating forced labor and child labor. This report details our commitment to upholding human rights standards and ensuring transparency and accountability throughout our supply chains.

Group Structure:

Hercules Group of Companies was established in 1985. The following companies and brands are covered in this Bill S-211 report :

- Hercules SLR Inc. (legal entity)
- Spartan Industrial Maine (Trade name under Hercules SLR Inc.)
- Wire Rope Industries Atlantic (Trade name under Hercules SLR Inc.)
- Hercules Machining & Millwright Services (Trade name under Hercules SLR Inc.)
- Stellar Industrial Sales (Trade name under Hercules SLR Inc.)
- Atlantic Crane Material & Handling (Trade name under Hercules SLR Inc.)
- Hercules SLR (US) Inc. (legal entity)
- Boomer Technical Resources Ltd
- Cougar NDE Ltd

Hercules SLR Inc. is a leading Canadian company headquartered in Dartmouth, Nova Scotia, and dedicated to providing innovative and secure material handling solutions. With a legacy dating back to 1985, our passionate team of over 480 experts across the nation is committed to addressing your unique business needs.

Our extensive presence spans over 30 branch locations, strategically positioned from Langley, BC to St. John's, NL in Canada.

Our comprehensive range of services encompasses not only securing, lifting, and rigging product, sales and rental equipment but also custom fabrication, engineering, and the supply of wire rope, chain, rope, safety equipment, fall protection gear, and related hardware.

Hercules SLR Inc. is more than a company; we are your trusted partner in material handling excellence. With a relentless commitment to safety, quality, and efficiency, we're here to support your success, no matter where your projects take you.

Supply Chain

The company's supply chain is predominantly North American based with approximately 85% of our annual spend coming from Canada and USA. Our comprehensive range of services encompasses not only securing, lifting, and rigging product, sales and rental equipment but also custom fabrication, engineering, and the supply of wire rope, chain, rope, safety equipment, fall protection gear, and related hardware.

Compliance Efforts:

1. **Supply Chain Assessment:** Hercules Group of Companies is conducting a comprehensive assessment of its supply chains to identify potential risks of forced labor and child labor. This assessment involved mapping our suppliers, evaluating labor practices, and engaging with stakeholders to understand key issues.
2. **Policy Development:** Based on the findings of the supply chain assessment, Hercules Group of Companies will look at developing and implementing policies and procedures to address forced labor and child labor. These policies outline our commitment to ethical sourcing, supplier due diligence, and responsible business conduct.
3. **Supplier Engagement:** Hercules Group of Companies will be actively engaging with suppliers to open communication with suppliers regarding forced labour and child labour
4. **Supplier site inspections:** Hercules Group of Companies has in the past physically visited a number of suppliers in the high risk areas.

Assessment of Compliance:

Hercules Group of Companies has made significant progress in aligning its practices with the requirements of Bill S-211. Our supply chain assessment will enabled us to identify and address potential risks, while our policies and procedures provide a framework for ethical sourcing and responsible business conduct. Through ongoing engagement with suppliers and transparent reporting, we are committed to upholding the principles of the Modern Slavery Act and contributing to the prevention of forced labor and child labor.

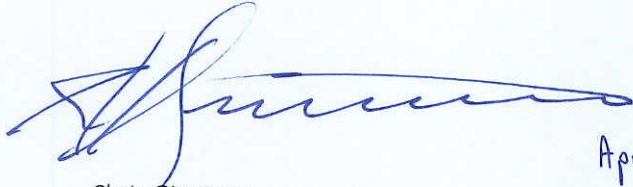
Areas for Improvement:

While Hercules Group of Companies has made strides in compliance with Bill S-211, we recognize that there are areas for ongoing improvement. Key areas for further attention include:

- Strengthening supplier engagement and monitoring mechanisms to ensure consistent adherence to labor standards.
- Enhancing transparency and traceability throughout the supply chain to mitigate risks of labor exploitation.
- Continuously updating policies and procedures to reflect evolving best practices and regulatory requirements.

Conclusion:

In conclusion, Hercules Group of Companies is committed to maintaining high standards of ethical conduct and compliance with regulatory requirements related to forced labor and child labor. Our efforts to align with the provisions of Bill S-211 demonstrate our dedication to corporate responsibility and human rights. Moving forward, we remain committed to continuous improvement and collaboration with stakeholders to promote ethical sourcing practices and combat labor exploitation in global supply chains.

A handwritten signature in blue ink, appearing to read "Chris Giannou", written in a cursive style.

April 30, 2026.

Chris Giannou
President, Hercules Group of Companies