



Northern Strands Group of Companies

Modern Slavery Report (FY ending January 31, 2026)

This document is prepared for the Northern Strands Group of Companies ("NSGC") for the fiscal year February 1, 2025, to January 31, 2026, under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act").

STRUCTURE, ACTIVITIES & SUPPLY CHAINS

Our Structure:

The Northern Strands Group of Companies is comprised of the following reporting entities: Northern Strands Co. Ltd. ("Northern Strands"), Fortis Engineering & Manufacturing Inc. ("Fortis") and Certified Mining and Construction Sales and Rentals Inc. ("Certified").

Northern Strands was incorporated in 1970 serving the potash mining industry in Saskatchewan by supplying mining ropes for shaft conveyances. The company continued to grow with the industry, and expanded into construction, providing expertise in rigging and lifting products and services. In 2006, Fortis was incorporated to provide custom engineered, machined, and fabricated mining attachments. Fortis continued to grow and is now a leading service provider for mining projects in Canada along with providing specialized mining services globally. In 2011, Northern Strands spun off its equipment rental division by incorporating Certified. The business grew to include the recertification of rental equipment and expanded to recertification of customer's equipment. Today Certified offers equipment rentals, sales and recertifications, and specializes in having niche underground-ready mining equipment available.

NSGC employs approximately 250 people in Canada. The majority of our workforce is based out of our head office location in Saskatoon, Saskatchewan. Several divisions do provide contracting and subcontracting services to global customers on a project basis whereby our Canadian employees travel to sites to perform services. NSGC has fair and responsible employment practices in place, compliant with all applicable legislation and employment regulations, to protect and promote workers' rights.

Our Activities:

NSGC is the comprehensive solution for all projects in the mining and construction industries. Northern Strands specializes in rigging, lifting, working at heights, agriculture terminal maintenance, and safety training. Northern Strands provides mining ropes and attachments both to Canadian mines as well as global customers. The majority of our products are procured from Canada, USA, Germany, and the United Kingdom. Additionally, Northern Strands purchases specific items from India, China, and Turkey.

Fortis has a global focus offering contracting, subcontracting, and consulting services to customers in the mining industry as well as major utility corporations. In addition, Fortis' capabilities encompass engineering, machining, fabrication, and recertification of mining attachments. Fortis purchases steel products for use in machining and fabrication from local Canadian and US-based steel distribution companies.



Certified provides equipment, vehicles and tools for mining and construction projects, specializing in delivering the uncommon equipment fully certified and ready for underground use. Collectively, the three companies offer a one-stop shop for fulfilling project deliverables. Equipment and tools in Certified's inventory are purchased from Canada, USA, Germany, and China.

A full overview of NSGC's capabilities is available at: <https://northernstrandsgroup.com/>

Our Supply Chain:

NSGC has a well-established supply chain. The majority of our Tier 1 suppliers are based predominantly in Canada, the United States, and Germany. We typically do not add new suppliers from other global locations. We have several Tier 1 suppliers based in China, Turkey and India. Over the course of our long-standing relationships with these suppliers, we have had the opportunity to visit some of their factories to see their operations in person. During those visits, we found no concerns with labour practices at that time.

We recognize the risks of modern slavery practices existing within our supply chain in relation to the geographic location of certain manufacturers. In addition, we acknowledge that identifying the sources of imported goods purchased from reputable North American suppliers remains unclear resulting from the challenges in identifying Tier 2 and Tier 3 suppliers.

RISKS & RISK MANAGEMENT

NSGC has a robust Ethical Trading Corporate Policy and Supplier Code of Conduct and Ethics policy. The Supplier Code of Conduct and Ethics policy outlines the values and principles that NSGC operates under and the expectation that our suppliers will adhere to those same values and principles, including fighting against forced labour and child labour in their business practices. NSGC has mapped Tier 1 suppliers in geographical locations where the risk of forced labour and child labour is known to be high.

POLICIES & PRACTICES

NSGC is committed to operating our business and building our business relationships based on integrity and honesty. We will continuously work to uphold the rights of our employees and other people who are connected to our business, including promoting compliance with applicable laws and United Nations proclamations on human rights. We are committed to developing closer relationships with our suppliers to ensure their workforce, and the workforce of their supply chains, are treated with respect and dignity. If it becomes known to NSGC that a supplier has association with forced labour or child labour, we will immediately terminate our business relations with that supplier and will seek a qualified alternate supplier who can demonstrate their business practices, uphold human rights, and specifically work to eliminate forced labour and child labour.

REMEDIAL ACTIONS

In this current reporting period, we have not identified any instances of modern slavery or human trafficking in our business and supply chains. As a result, we have not been compelled to take any

remedial measures relating to loss of income of the most vulnerable that may be impacted by a measure taken to reduce or prevent forced or child labour.

TRAINING

Training was developed and delivered in Q1 to employees who procure goods through our global supply chain. This included six direct purchasers and five managers. Given that the highest risks in our supply chain are from Tier 1 suppliers in geographical locations associated with forced labour and child labour practices, we focused on ensuring the employees understood the Act and understood the escalation process in the event they suspect these practices are contaminating our supply chain.

MEASURING EFFECTIVENESS OF POLICIES

NSGC continues to review, evaluate, and amend our policies and business practices, including those related to forced labour and child labour. In Q2, we sent the Supplier Code of Conduct and Ethics Policy to Tier 1 suppliers in high-risk locations and requested a response acknowledging and accepting our Policy. We had a 52% return rate which was lower than projected. We will be distributing the Policy again to all Tier 1 suppliers in high-risk areas with a target response rate of 70%. This will continue to be an ongoing annual process.

GOING FORWARD

NSGC will work to obtain the annual acknowledgement on the Supplier Code of Ethics, specifically from those Tier 1 suppliers located in geographical areas known to be a higher risk for forced labour and child labour practices. We will continue to uphold our program to regularly monitor suppliers specifically engaging with those in geographical areas known to be higher risk for forced labour and child labour practices.

We will work to obtain acknowledgement regarding the Supplier Code of Ethics from Tier 1 suppliers in low-risk locations to gain further insight into their supply chain (our Tier 2 and Tier 3 suppliers) to identify potential risks and implement mitigating practices to reduce the possibility of forced labour and child labour practices crossing the threshold of our supply chain.

We will provide training for new members of the procurement team to ensure they understand the Act and adhere to our policies and procedures regarding the identification of forced labour or child labour in our supply chain.

We were unable to complete a full review of our supplier intake process in FY2026 with the intent of completing it this year. In conjunction with that, we will continue to monitor and revise contract terms and conditions that ensure anti-modern slavery statements are presented in all contracts as appropriate.

APPROVAL & ATTESTATION

This report is made pursuant to the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and has been approved by the NSGC Board of Directors.



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 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.

Signed

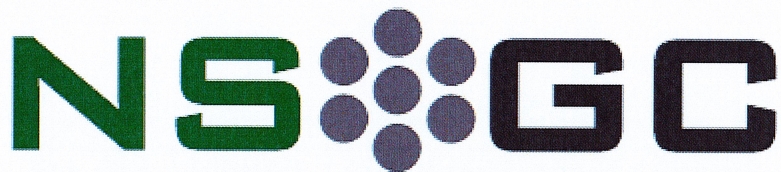
By: 

Dale Kwochka

CFO

Dated: May 14 2026

I have the authority to bind the reporting entities noted above.



NORTHERN STRANDS GROUP OF COMPANIES

