

This report is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act by Boshart Industries Inc. a company that has been in business since 1955, incorporated in 1992 under federal law.

This report has been prepared for the fiscal year ended February 29, 2024.

We are a Master Distributer of PVF (pipes, valves and fittings) supporting plumbing, waterwell, industrial, HVAC, waterworks, irrigation and pool & spa industries. We sell to Wholesale Distributers in Canada and the US (through Boshart Industries, LLC) and offer industry leading, high-quality products.

At Boshart Industries Inc. we aim to make a positive impact on our customers, our employees and the communities where we do business. We are opposed to all forms of child and forced labour in our operations and global supply chain.

We understand that there may be a risk that goods imported into and distributed in Canada were produced with forced labour or child labour. Boshart Industries Inc. has a responsibility to ensure that exploitative practices are addressed and eradicated from our supply chain.

Structure, activities and supply chains

- i. Organizational mandate or role
 1. To pursue sustainable growth as an integral part of the supply chain by fostering a culture of continuous improvement, predicated on service and quality, in order to exceed the expectations of employees, customers and suppliers.
- ii. Partner organizations, or membership in a group
 1. Canadian Institute of Plumbing & Heating
 2. Alberta Water Well Drilling Association
 3. Ontario Ground Water Association
 4. National Ground Water Association
- iii. Control of other entities, including what the controlled entities do and where they are located
 1. N/A
- iv. Importation of goods into Canada:
 1. Types: Pipes, valves, fittings, waterwell accessories
 2. Locations: China, Taiwan, Indonesia, Thailand, USA, South Korea, Vietnam, India
- v. Locations of operation (countries or regions) – Canada & USA (through Boshart Industries, LLC)

Policies and due diligence procedures

- i. Boshart Industries Inc.'s introductory statement in our communication to our suppliers as well as attestation letters obtained speak to our responsible business conduct practices.

Policies and procedures include:

- 1. Incorporation of clauses within our purchase order terms and conditions template – drafted and in progress
- 2. Implementation of a Child and Forced Labour Policy
- 3. Awareness training on Child and Forced Labour
- ii. Identifying and assessing adverse impacts in operations, supply chains and business relationships
 - 1. There are supplier site visits undertaken by the Management team
 - 2. In FY25, we sent out and followed up on outstanding attestations relating to Child and Forced Labour
- iii. Ceasing, preventing or mitigating adverse impacts
 - 1. Discontinuation of transactions with any entities found in violation of Child and Forced Labour regulations
 - 2. Re-source for the impacted part(s), new suppliers
 - 3. Awareness and support at all levels of the organization
- iv. Tracking implementation and results
 - 1. In FY25, annual monitoring, tracking and follow up of attestations related to Child and Forced Labour
- v. Communicating how impacts are addressed
 - 1. Impacts are addressed and appropriately actioned by Executive Management
- vi. Providing for or cooperating in remediation when appropriate

In order to determine if a product or geography is considered high risk, we reviewed the following websites:

[Map | Walk Free](#)

[List of Goods Produced by Child Labor or Forced Labor | U.S. Department of Labor \(dol.gov\)](#)

We found that neither produced a result that was considered high risk.

Forced labour and child labour risks

We understand that direct links to Child and Forced Labour risks could exist through our extended supply chain. Geographically, regions with underlying drivers like poor governance, conflict, poverty and geopolitical upheaval may present particular risks for us.

Certain product and service categories will also pose specific risks, often due to their processes, business models or use of vulnerable, base-skill or outsourced workforces.

In our supply chain, categories/components that may have risk for modern slavery include copper, brass, bronze, galvanized, stainless steel and plastic parts. Boshart Industries Inc. is a CTPAT and PIP certified partner and due diligence was completed at the time of certification and beyond.

Our workforce is employed directly through Boshart Industries Inc. (Canada) or Boshart Industries, LLC (USA) under the relevant laws in their regions.

We have not encountered instances of Child or Forced Labour and hence have not had any remediation measures.

Remediation measures

In the case of business and human rights, which includes Child and Forced Labour, remedies provided may take a range of forms, the aim of which will be to counteract or address any human rights harms that have occurred. To date, we are not aware of any human rights harms occurring and hence no remediation measures have been required. We commit to terminating relationships with non-compliant suppliers as well as reporting violations relating to Child and Forced Labour to the appropriate authorities.

Remediation of loss of income

Boshart Industries Inc. has not encountered instances of Child or Forced Labour and hence have not had any remediation measures.

Training

Boshart Industries Inc. is firmly committed to protecting individuals from the exploitations of illegal labour practices, such as child labour, forced labour and slavery; such practices are not tolerated by Boshart Industries and are strictly prohibited in all forms. Boshart Industries Inc. has an awareness training policy, effective FY25.

Assessing effectiveness

Below are the policies, processes and other actions Boshart Industries Inc. will implement to measure and track its success in preventing and reducing risks of forced labour and child labour in its activities and supply chains in FY25.

- Completion of awareness training upon onboarding
- Number of site visits to suppliers completed
- Annual reviews with suppliers including performance metrics
- Any future findings will be discussed in our next year report

Boshart Industries Inc. is opposed to all forms of child and forced labour in our operations and global supply chains and aims to make a positive impact on our customers, our employees and the communities where we do business.

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.



Julie Storey
President
May 29, 2024

I have the authority to bind Boshart Industries Inc.