



SANSOM EQUIPMENT LIMITED

Re: Bill S.C. 2023, c. 9 Federal Compliance Policy

Effective January 1, 2024, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, came into force and effect. Its purpose is to solidify Canada's commitment to fighting against Modern Slavery – forced labour and child labour. Forced labour and child labour are incompatible with our values. These include professionalism, integrity, and responsibility. At Sansom we vehemently condemn forced labour and child labour in our organization. Through this policy we will educate our employees empowering them to ensure our organization remains free of these unlawful forms of labour.

Child labour is defined as labour or services provided or offered to be provided by persons under the age of 18 years and that: (1) are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada; (2) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them; and (3) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work.

Forced labour is defined as labour or service provided or offered to be provided by a person under circumstances that could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service.

Our health and safety program actively takes steps to minimize risks associated with our operation to ensure a safe, healthy and productive workplace. We wish to underscore that to achieve a safe, healthy and productive workplace, employees are only to accept and undertake tasks for which they have the requisite qualifications and training. Qualifications and training safeguard our organization from the threat of child labour and forced labour. Furthermore, we highlight that ultimately, it is our employee's individual decision to work at Sansom. We do not and will not force any employee to remain at Sansom. Should an employee choose to terminate or decline employment at Sansom, it is certain there will be no threat to their safety.

Our Employee Code of Conduct explicitly outlines the actions and behaviours expected of all employees when representing Sansom. Having educated themselves on the meaning of child labour and forced labour as defined herein, it shall be unequivocally clear that no employee shall at any time, under any circumstances, enable, promote or engage in a manner which would incite these unlawful forms of labour to exist within our organization.