



2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Introduction

This report has been prepared by LineStar Utility Supply Inc. (“LineStar”) in response to the requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for our financial year ending March 31, 2024.

LineStar is committed to promoting labour practices that protect the human rights of workers in our operations and supply chains, including preventing and mitigating risks of forced labour and child labour. We will collaborate with our employees and suppliers to identify and eliminate, or otherwise control, risks to people impacted by our operations.

Organizational structure, activities, and supply chain

Established in 2005, LineStar is a private company incorporated under the laws of British Columbia. LineStar distributes specialty tools and safety equipment for the power utility industry in Canada. Our customers are power line technicians and their employers, including electric power utilities, large powerline contractors, cities and municipalities, corporations, and smaller service providers across Canada.

We are a national distributor, with offices and warehouses across Canada. Our head office is in Calgary, Alberta. For this reporting year, we employed approximately 70 employees. Nearly all of workers on our sites are employed directly under permanent or fixed-term contracts. We do not use labour agents.

LineStar does not manufacture goods. We procure and distribute products that are specialized for power line technicians, include climbing equipment, hot line tools, rope, winch lines and rope slicing, rubber goods, hand tools, personal protective gear and fall protection and rescue equipment. For this reporting year, we procured the majority of these products from suppliers in Canada and the United States (75% of cost of goods sold). The remaining 25% were imported from Sweden, the United Kingdom, Australia, Italy, France, Hungary, and China. Less than 1% of the products we sold in the reporting year were procured from outside of Canada, the United States, and Europe.

Steps to prevent and reduce the risks of forced labour and child labour

In this reporting year, LineStar took the following steps to prevent and reduce the risks of forced labour or child labour in our operations and supply chain:

- Maintaining high standard of workplace safety to comply with provincial occupational health and safety laws, regulations and codes;
- Training our supervisory personnel to ensure they receive instruction, training, and are equipped with the tools to direct, monitor, and control safe working conditions on our sites;
- Educating workers our general and specific safety policies through orientations and onboarding training, and providing ongoing training and development to keep workers’ knowledge and skills up to date with current industry standards relating to health, security, safety, and environment;
- Requiring our suppliers or subcontractors to reduce risk of injury on our work sites; and

- Using our existing grievance mechanisms to ensure that complaints or concerns relating to violations of labour rights are heard and adequately addressed.

Policies and due diligence processes

LineStar has established workplace policies and processes to reduce the likelihood of forced labour and child labour in our operations. Our policies are set out in our Employee Handbook, which applies to all employees, contractors, and officers of LineStar.

Our Employee Handbook includes our Business Ethics and Conduct Policy, Health and Safety Policy and Procedures and Workplace Violence Prevention Policy. The principles set out in our Employee Handbook include building an environment of individual trust and respect, providing team members with safe working conditions with fair and equitable compensation, and conducting business practices in a professional, honest and ethical manner. We expect our managers, workers, and contractors to uphold the standards of workplace health and safety and demonstrate zero tolerance to any forms of violence. We encourage our employees to raise concerns about conduct and conditions at the workplace through a confidential reporting procedure.

To manage risks in our supply chain, LineStar has centralized responsibility and governance over procurement decisions and qualifying new vendors. Given that our products are highly specialized, we have established long-standing relationships with our suppliers to ensure quality and safety of our products in accordance with applicable ISO standards.

Risks of forced labour and child labour in our activities or supply chains

To date, we have not identified risks of forced labour or child labour in our supply chains. Our risk assessment is based on publicly available information about known risks of forced labour and child labour, based on the sector and country of origin of our products.

LineStar operates in Canada and complies with applicable employment, health and safety, and human rights laws. We work with reputable suppliers of highly specialized tools and safety equipment, who are nearly all located in Canada, the United States, and Europe.

We understand from information published by the Canadian government that apparel has been identified as an industry that has risks of forced labour in the global supply chain. During the reporting year, we sold flame-resistant apparel, accessories, and personal protective equipment. These apparel products were nearly all sourced from manufacturers located in Canada; a small number of these products were imported from a manufacturer located in Europe.

Based on this information, we have assessed the risk of forced labour and child labour in our activities and supply chains to be low. However, as more information becomes available in Canada about the risks of forced labour and child labour in the extended global supply chain, we will continue to assess and engage with our suppliers to prevent and reduce the risks of forced labour and child labour in our supply chains.

Remediation measures and remediation of loss of income

Our Employee Handbook sets our expectations regarding the remediation of any violation of worker rights and to ensure that complaints or concerns relating to health and safety, or other human rights protections are heard and adequately addressed. We have established a confidential complaint procedure that is available to all employees and contractors to anonymously report complaints or concerns about safety or

human rights. To date, we have not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such has not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

LineStar trains our workers to ensure compliance with applicable health and safety laws and to identify hazards and indicators of unsafe working conditions. All employees and contractors undertake a range of onboarding training and ongoing education, delivered online and on-the-job. This training is designed to share information and build knowledge on how to comply with our standards, the expected standards of conduct when interacting with others, and the avenues for raising and resolving issues and complaints. To date, we have not developed training for employees on the risks of forced labour and child labour in our supply chains.

Assessing effectiveness

LineStar monitors compliance of our workers, contractors and suppliers with the standards set out in our Health and Safety Policy. Beyond our safety assessments, to date, we have not adopted any specific assessment mechanisms to assess measure and track the effectiveness of steps taken to prevent or reduce the risks of forced labour or child labour in our supply chains.

Approval and 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 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.

Dated in the City of Calgary, Alberta, this 27th day of May, 2024.

A handwritten signature in black ink that reads "Brian L'Heureux". The signature is written in a cursive style with a large initial "B" and a stylized "L'Heureux".

Brian L'Heureux, CEO

I have the authority to bind the LineStar Utility Supply Ltd.