

Government of Canada

Modern Slavery Act – Bill S-211

Legal Entity – JET Equipment and Tools Ltd.

Identifying Information

- Entity
- Legal Entity – JET Equipment and Tools Ltd
- Financial Reporting Year – January 1, 2023 to December 31, 2023
-

Is this a revised version of a report already submitted this reporting year?

- No.

Business Number

- 10263 5117 RT0001

Is this a joint report?

- No

Is this entity also subject to reporting requirements under supply chain legislation in another jurisdiction?

- No

***Which of the following categorizations applies to the entity? Select all that apply.**

- Has a place of business in Canada
- Does business in Canada
- Has assets in Canada
- Has generated at least \$40 million in revenue for at least one of its two most recent financial years

***Which of the following sectors or industries does the entity operate in? Select all that apply.**

- Wholesale trade

***In which country is the entity headquartered or principally located?**

- Canada

***In which province or territory is the entity is headquartered or principally located?**

- British Columbia

Annual Report

***What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply.**

- Mapping Supply chains
- Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
- Developing and implementing anti-forced labour and/or child labour contractual clauses
- Developing and implementing anti-forced labour and/or child labour standards of conduct and/or compliance checklists
- Monitoring suppliers
- Developing and implementing training awareness material on forced labour and/or child labour
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

Please provide additional information describing the steps taken (if applicable) (1500 character limit).

As a result of the Canadian Bill S-211 made into law in January of 2024, JET Equipment and Tools took the following actions to comply:

*Create a questionnaire and audit of current contracted suppliers (all responses were received and reviewed)

*Updated our Code of Conduct policy to ensure that language was included on our commitment to prevent use of child labour and force labour

*New Code of Conduct Policy was created, shared with our internal team

*New Code of Conduct Policy was distributed to all our suppliers' supplying goods to Canada to read and sign that they have read and adhere to the policy terms and conditions

*Suppliers are visited annually by members of the Supply Chain or Product Management and meet on a number of topics including supplier's actions to prevent child labour and forced labour

*Any supplier known to not have complied with the terms, our company expects that suppliers will immediately notify the company and remediation efforts will apply.

***Which of the following accurately describes the entity's structure?**

- Corporation

***Which of the following accurately describes the entity's activities? Select all that apply.**

- Importing into Canada goods produced outside of Canada

***Has the organization identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?**

- Yes, we have started the process of identifying risks, but there are still gaps in our assessments.

***Does the organization currently have policies and due diligence processes in place related to forced labour and/or child labour?**

- Yes we do.

***If yes, which of the following elements of the due diligence process has the organization implemented in relation to forced labour and/or child labour? Select all that apply.**

- Embedding responsible business conduct into policies and management systems
- Tracking implementation and results
- Communicating how impacts are addressed

Please provide additional information on the organization's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1500 character limit).

After the implementation of Bill S-211 our company has acted on the following:

-Communication of our policies and expectations internal to our employees and with our suppliers

-Suppliers are provided with an annual questionnaire and each year questions will be added to dig deeper into their practices to mitigate any breach in their policies.

In 2025, we will be asking suppliers to comment on their recruitment practices which prevent the use of forced labour and child labour (more questions and requests of their hiring policies, processes etc. as an example of the information which will be requested).

***If yes, has the organization identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply.**

- None of the above

***Has the organization identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply.**

- None of the above

***Has the organization taken any measures to remediate any forced labour or child labour in its activities and supply chains?**

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

***Has the organization taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?**

- Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour activities and supply chains.

***Does the organization currently provide training to employees on forced labour and/or child labour?**

- Yes

***If yes, is the training mandatory?**

- Yes, the training is mandatory for all employees.

Please provide additional information on the training the organization provides to employees on forced labour and child labour (if applicable) (1500 character limit).

- Employees hired are training on our recruitment policies and now new Supplier Code of Conduct.
- Employees conducting interviews are aware of human rights and proper and legal recruitment practices.

- Human Resources conducts checks and background checks to prohibit the recruitment of child or forced labour within JET.

***Does the organization currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?**

- No

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, 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.

Chris Baby



Chris Baby, CEO

May 31, 2024

Date

I have the authority to bind JET Equipment and Tools, Ltd.