



Northern Strands Group of Companies

Modern Slavery Report (FY ending January 31, 2024)

This document is prepared for the Northern Strands Group of Companies (“NSGC”) for the fiscal year February 1, 2023 to January 31, 2024, 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 200 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 China, Türkiye and India.

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 hard-to-find equipment 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 can be found here: <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, Türkiye 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 labor practices at that time.

That being said, we recognize the risks within our supply chain that modern slavery practices may be present due 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 as a result of the challenges in identifying Tier 2 and Tier 3 suppliers.

RISKS & RISK MANAGEMENT

NSGC has identified the geographic areas from where we procure goods and has identified in general terms what may be classified as high risk locations. We will delve further into where our suppliers are established in those locations and work towards mapping key parts of our supply chain to identify and improve our understanding of modern slavery risks. We will review our policies related to ethical business practices and update those policies to better reflect our values and the principals targeting the elimination of forced labor and child labor.

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 practices forced labor or child labor, we will stop doing business 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 labor and child labor.

We will review the Act alongside our existing Ethical Trading Policy and amend the policy to reflect the new legislation.

REMEDIAL ACTIONS

As of this 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 required 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 labor.

TRAINING

We will be developing training for our procurement team that focuses on educating them regarding our responsibility to identify and work to fight against forced labor and child labor in our supply chain.

MEASURING EFFECTIVENESS OF POLICIES

As we are just beginning the process of assessing our supply chain for risks of forced labor and child labor, we are not in a position to determine if our existing policies and procedures are effective or ineffective in stopping forced labor and child labor in our supply chain. We expect that we will have more relevant data in the next reporting period.

GOING FORWARD

We will continue to educate ourselves on the Act and develop additional policies and procedures to comply with the Act. We will review our supply chain and begin to classify suppliers into risk categories.

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: A handwritten signature in blue ink, appearing to read 'Dale Kwochka', is written over a horizontal line.

Dale Kwochka

CFO

Dated: December 20 2024

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