

Northern Strands Group of Companies

Modern Slavery Report (FY ending January 31, 2025)

This document is prepared for the Northern Strands Group of Companies ("NSGC") for the fiscal year February 1, 2024, to January 31, 2025, 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 India, China, and Turkey.

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 uncommon equipment fully 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 is available at: <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, Turkey 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.

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 resulting from the challenges in identifying Tier 2 and Tier 3 suppliers.

RISKS & RISK MANAGEMENT

NSGC revised our Ethical Trading Corporate Policy to reference the Act and created a Supplier Code of Conduct and Ethics policy. The Supplier Code of Conduct and Ethics policy outlines the values and principles that NSGC operates under and the expectation that our suppliers will adhere to those same values and principles, including fighting against forced labor and child labor in their business practices. NSGC has begun the process of mapping suppliers starting with those in geographic locations where the risk of forced labor and child labor are known to be high.

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 has association with forced labor or child labor, we will immediately terminate our business relations 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.

NSGC has reviewed our existing Ethical Trading Policy and made amendments to better address forced labor and child labor in our supply chain. In addition, we developed a Supplier Code of Conduct and Ethics with the intention of sending this to our Tier 1 suppliers, beginning with those suppliers in geographic areas known to be a higher risk for forced labor and child labor practices.

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 compelled 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 have revised the Ethical Trading Corporate policy and developed the Supply Code of Conduct and Ethics policy specifically addressing our commitment to stand against forced labor and child labor and the expectation that our supply chain will adhere to the same values. All employees have been provided with copies of the policies. We are further developing training for our procurement team to support them in recognizing the potential for forced labor and child labor in our supply chain.

MEASURING EFFECTIVENESS OF POLICIES

NSGC continues to review and evaluate our policies and business practices, including those related to forced labor and child labor, amending, as necessary. The introduction of the Supplier Code of Conduct and Ethics policy which we will be submitting to Tier 1 suppliers beginning in spring of 2025 will provide us with the first insight into our suppliers' business practices and standards, as they relate to forced labor and child labor.

GOING FORWARD

NSGC will work to obtain acknowledgement on the Supplier Code of Ethics, specifically from those Tier 1 suppliers located in geographical areas known to be a higher risk for forced labor and child labor practices. We will continue to uphold our program to regularly monitor suppliers specifically engaging with those in geographical areas known to be higher risk for forced labor and child labor practices.

We will develop specific training for our procurement team to assist in understanding what forced labor is, compliance with our policy pertaining to the termination of business relations with suppliers who engage in forced labor or child labor, and to understand where the greatest threats are in our supply chain.

We will review and revise our new supplier intake process to ensure that all new suppliers acknowledge that they will adhere to the Supplier Code of Conduct and Ethics policy.

We will review and revise our current standard terms and conditions with our suppliers to ensure anti-modern slavery statements are included in all contracts as appropriate.

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

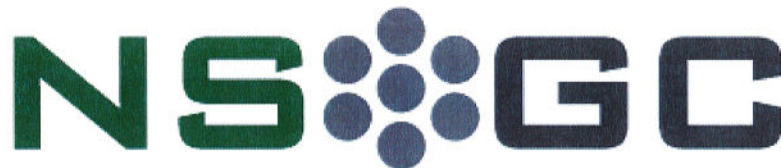
By: A handwritten signature in blue ink, appearing to read 'Dale Kwochka', is written over a horizontal line.

Dale Kwochka

CFO

Dated: May 26, 2025

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



NORTHERN STRANDS GROUP OF COMPANIES

