

## Forced Labour and Child Labour Report 2023



### Introduction

ControlChem is committed to upholding Canadian human rights and labour laws and does not support the practice of forced labour and child labour that are included in the forms of modern slavery. This report will initiate ControlChem's compliance with Fighting Against Forced Labour and Child Labour in Supply Chain Act that came into force on January 1, 2024.

### Business Structure and Activities

ControlChem Canada Ltd. was incorporated in 1989 and is headquartered in Burlington, Ontario, Canada. ControlChem is a supplier and distributor of industrial water treatment chemicals and services in Canada and the United States.

### Supply Chains

ControlChem supply chains are crucial for the production and manufacturing of water treatment chemicals. Chemicals and supplies are sourced from manufacturers and suppliers located in Canada and internationally.

### Policies and Due Diligences

ControlChem does not currently have a policy on forced labour and child labour for the 2023 fiscal year but plans to develop and implement a policy for the 2024 fiscal year. ControlChem adheres to all federal, provincial, and local government labour laws, standards, and regulations.

**Water Treatment. Water Solutions.**

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## Measures to Remediate

ControlChem plans to develop a questionnaire for current and future suppliers to mitigate the risk of forced labour and child labour. ISO 9000 registration requires externally provided product and services to be assessed for numerous criteria including forced labour and child labour.



## Training

ControlChem will develop a new training program to promote awareness of forced labour and child labour and ensure compliance of employees and contractors.

## Assessing Effectiveness

The effectiveness of the strategies that will be developed and implemented to prevent forced labour and child labour will be reviewed and assessed for the 2024 fiscal year.

## 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 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.

Douglas Fast

President

Date: May 22, 2024

A handwritten signature in black ink, appearing to be 'DF', is written over a horizontal line.

I have the authority to bind ControlChem Canada Ltd.

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