

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Fiscal year 2023

Blachford AM Ltd.

Introduction

Blachford AM Ltd. (Blachford) is a subsidiary of H.L. Blachford Ltd (HLB). and together meet the *entity* definition as defined in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. This report contains the requirements as listed in part 11 of the Act.

This report focuses on actions taken during the previous financial reporting 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 of goods imported into Canada by the entity.

This report is also made available to the public by publishing it in a prominent place on the entity's website.

The following identifies the steps the entity has taken during its 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.

Blachford is committed to promoting the best interests of all our stakeholders, emphasizing health and safety, protection of the environment, education, human rights, and ethical behavior. Blachford maintains a *Corporate Social Responsibility Policy* specifying that we reject the use of forced labour, convict/indentured labour, including forced or indentured child labour. We also follow provincial and federal legislation, including the Employment Standards Act, Occupational Health and Safety Act, Pay Equity Act, and the Human Rights Code.

Blachford maintains a Supplier Qualification Requirements procedure where new and existing vendors are assessed. The process covers REACH, ROHS and Conflict Minerals and will be reviewed and revised to consider forced and child labour in supply chains.

Blachford is in the process of developing a Supplier Code of Conduct to identify the expectations of our suppliers. Included in this code of conduct will be specific references to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Blachford will map our supply chains and conduct risk-based audits on our suppliers.

Supplemental Information

(a) Structure, activities and supply chains

Blachford AM Ltd. is wholly (100%) owned by H.L. Blachford Ltd.

Current headcount at Blachford AM Ltd. is 88 employees.

Blachford AM Ltd. is also part of the larger Blachford Acoustics Group outside of Canada with a further 330 employees.

(b) Policies and due diligence processes

Relevant Blachford policies:

- Corporate Social Responsibility Policy
- Health & Safety Policy
- Environmental Policy
- Employee Policy Manual

(c) Forced labour and child labour risks

Blachford imports materials from US and Italy. Neither are considered high risk but we recognize that more may need to be done to assess sub-contractors of our direct suppliers.

(d) Remediation measures

To date, no evidence of forced labour or child labour is available. As such, no measures have been taken to remediate forced labour or child labour in our supply chain.

(e) Remediation of loss of income

No measures have been taken in this area. We have no information that would indicate that vulnerable families have experienced loss of income.

(f) Training

All staff require annual training on policies, including the Corporate Social Responsibility Policy, Health and Safety Policy, and Environmental Policy.

HLB’s Director, Regulatory Affairs, and Director, Purchasing have trained on bill S-211. This includes webinars and a review of the Act to assist in the development of the Code of Conduct. Director, Regulatory Affairs has reviewed the Act and accompanying guidance documents to assist in the development of the Code of Conduct.

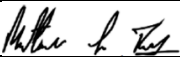
Blachford Acoustic Group’s Director, Health, Safety and Environment, is committed to learning and developing necessary protocols and supporting Blachford in the improvement process.

(g) Assessing effectiveness

As of the date of this report, no assessment action has been taken.

Approval of report

“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.”

Full name	Matt Taub
Title	Blachford Acoustics Group President and COO
Date	31-May-2024
Signature	
“I have the authority to bind Blachford AM Ltd.”	