



*Forced Labour and Child Labour in the
Supply Chain Assessment 2023*

Peterborough Truss & Floor Ltd.

Forced Labour and Child Labour in the Supply Chain Assessment

Prepared for corporate year ending December 31st, 2023



Introduction

Peterborough Truss & Floor Ltd. (PTF) is committed to providing a safe workplace and operations. This includes an environment free from all forms of forced and child labour (as outlined by Ontario's provincial employment standards including with regards to legal age) or other exploitative practices.

This report relates to the period running from January 1st, 2023, to December 31st, 2023. PTF is filing this as a joint report, in conjunction with Alf Curtis Home Improvements Inc. (common controlling shareholder), as entities that are located in and conduct business within Canada (including importation, production, sale and distribution of goods within Canada) while meeting the minimum thresholds (combined) as outlined by the department of Public Safety Canada. This is an original report for the period described above. PTF operates solely in Canada and therefore has no other reporting requirements in other jurisdictions with regards to forced and child labour.

Company Structure, Activities and Supply Chains

PTF is a privately held Canadian Corporation (Business #865515654), headquartered in Peterborough Ontario, engaged in manufacturing and sales of engineered wood roof trusses and floor trusses for the residential and commercial construction industry. Manufactured products are sold to other building supply yards/home centres, as well as builders and the general public. PTF has a fiscal year ending December 31st.

PTF exclusively serves the Canadian market through its Manufacturing facility in Peterborough Ontario. PTF sources product from Canadian suppliers exclusively. PTF's operations include manufacturing, retail/wholesale trade and transportation and warehousing.



Policies and Due Diligence Processes

External policies and due diligence processes directly relating to forced and/or child labour in the supply chain have not been enacted as of December 31st, 2023. PTF will continue to work towards development of policies to support the objective of a forced and child labour-free supply chain.

Internally, PTF confirms all employees are of legal age, legally able to work in Canada, and employed of their own volition as a part of its standard hiring practices.

PTF maintains a strict policy on workplace violence and harassment prevention. Per this policy all employees have the right to equal treatment free of discrimination and harassment including physical, sexual and psychological harassment, and outlines PTF's responsibilities in ensuring this. This policy is made available in a centrally accessible area and is also signed by employees during onboarding.

PTF follows provincial labour laws as outlined in the Ontario Employment Standards Act, 2000, including guidance to wages, hours of work, and overtime.

Forced Labour and Child Labour Risks

Canada is considered relatively low risk for forced and child labour in the supply chain per Walk Free's Global Slavery Index (GSI). PTF manufacturers floor and roof trusses produced from Canadian sourced lumber. While timber globally carries risk (per Walk Free's GSI), Canada is a major producer of lumber, rather than an importer and so this risk is considered lower.

PTF has not identified any evidence of forced and/or child labour in its supply chain.



Remediation Measures

PTF has not identified and has no reason to suspect any forced and/or child labour in its activities or its supply chain to warrant any remediation measures. Should they be identified, PTF would evaluate the nature and determine any steps required to ameliorate the situation.

Remediation of loss of income

No loss of income in vulnerable families has been identified or suspected in PTF's activities or supply chains and so no measures have been deemed necessary or undertaken in this regard.

Training

PTF does not currently have any specific training policies in place regarding forced and/or child labour in the supply chain. Within PTF, employees are made aware of their rights and obligations towards a safe, violence and harassment (including coercion) free environment. Employees are to review the company health and safety policies and procedures, workplace violence and harassment prevention policies. All employees are expected to read and understand the contents of these documents. This is to occur in orientation/onboarding and on a recurring basis thereafter.

PTF recognizes there are further opportunities to enact specific training modules on forced and child labour in the supply chain and will assess them on an ongoing basis.

Assessing Effectiveness

PTF does not currently have any direct external assessment procedures in place to assess their effectiveness in ensuring that forced and/or child labour is not being used in the supply chains.

Internally, PTF's standard hiring practices and workplace policies (and their review), ensure PTF's workforce remains child and forced labour free.



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.

I have the authority to bind Peterborough Truss and Floor Ltd.

A handwritten signature in blue ink, appearing to read "Brent Perry", written in a cursive style.

Brent J. C. Perry

President

Peterborough Truss & Floor Ltd.

May 15th, 2024