



Western Materials Handling & Equipment Ltd.

MODERN SLAVERY REPORT

Fiscal Year 2023

This Modern Slavery Report (the "**Report**") addresses the period from December 1, 2022 to November 30, 2023 and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the "**Act**").

This Report is made on behalf of Western Materials Handling & Equipment Ltd. ("**WestMat**" or the "**Corporation**").

INTRODUCTION

At WestMat, corporate integrity, responsible product sourcing, and the safety and well-being of workers across the global supply chain are of paramount importance to our operations, management, and business. As part of our commitment to holding ourselves to the highest standards of respecting and protecting the human rights belonging to all individuals involved and affected by our business operations, we have a responsibility to ensure exploitative practices, including forced labour and child labour ("**Modern Slavery**") are addressed and minimized in our supply chains. Through continuous reassessment of our practices, and a dedication to improving them by taking action, we strive to prevent and reduce the risk that Modern Slavery is used in our business or supply chains.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Structure

WestMat is a corporation existing under the *Business Corporations Act* (Alberta) and has a board of directors as its governing body. WestMat is a material handling equipment supplier with its head office located in Calgary, Alberta and over 125 employees working across Alberta. We offer material handling equipment for sale and rent, mobile repair and preventative maintenance services, safety inspections, mobile welding and dock repair services, as well as in-person and online operator training classes. The Corporation has no operating subsidiaries. WestMat is the authorized dealer for Toyota Material Handling, Heli Canada, Load-Lifter Manufacturing, and Kalmar for the Alberta, Yukon and Northwest Territories. In addition, WestMat offers specialty products such as Baumann Side Loaders, Combilift Forklifts, Aichi Aerial Work Platforms, and a variety of other related products.

Activities

Our business activities include selling and maintaining material handling equipment and parts produced and manufactured in various countries across the globe including Canada, the United States of America, Japan, the United Kingdom, China, Italy, Poland, and other countries within Western Europe. Most of these goods are imported into Canada by the respective manufacturers or their authorized agents operating within Canada. However, we directly import Kalmar products from Poland, Combilift products from the United Kingdom, and source Load-Lifter Manufacturing products whose production facility is located in Ontario, Canada. These goods are then sold in the Canadian market including provinces and territories such as Alberta, the Yukon, and the Northwest Territories. The Industrial Truck Association's



Western Materials Handling & Equipment Ltd.

market intelligence data indicates that in 2022, the global material handling market was estimated to be 2.18 million unit orders, whereas WestMat represents a market size of roughly 1,600 units for the same time period (2022), and competes with many other local businesses.

Supply Chain

Most of the products we sell in the Canadian market originate from countries across the globe. Many of these suppliers source materials and parts from a wide variety of suppliers located in various countries to create the products and parts which we sell. As we work towards mitigating the risks of Modern Slavery pursuant to our adopted Policy and Supplier Code of Conduct, we will gather more information regarding the origin of each good and service used at each stage of the supply chain.

MODERN SLAVERY POLICIES AND DUE DILIGENCE PROCESSES

Our implementation of good governance, including formal policies and codes of conduct, has given us the foundation to ensure our efforts towards mitigating the risks of Modern Slavery in our business and supply chains are effective. We do not tolerate slavery or human trafficking in our organization or those of our suppliers and subcontractors.

Anti-Modern Slavery Policy

Our actions are guided by our Anti-Modern Slavery Policy ("**Policy**") which establishes our mandate to: (1) conduct due diligence to identify and assess the risks of Modern Slavery in our supply chains; (2) take steps to mitigate the risks of Modern Slavery in our supply chains by requesting all third-party suppliers to comply with our Code of Conduct; (3) comply with the Act; (4) review the Policy and Code of Conduct on an annual basis; and (5) provide relevant employees and management access to training opportunities on awareness and mitigation of Modern Slavery, all in accordance with the Policy.

Supplier Code of Conduct

The principle of corporate integrity applies to all aspects of our business, and encompasses all manufacturers, distributors, vendors, subcontractors, and other suppliers (each a "**Supplier**") that supply products that we sell or that we incorporate into our products and services. Our Supplier Code of Conduct establishes the minimum standards that must be met by any new Supplier that sells goods or does business with us regarding the Supplier's treatment of workers, workplace safety, the impact of the Supplier's activities on the environment, and the Supplier's ethical business practices. We expect new Suppliers to comply with the standards of the Supplier Code of Conduct in all of their facilities and operations in accordance with the Policy, including with respect to manufacturing, distribution, packaging, sales, marketing, product safety and certification, intellectual property, labour, immigration, health, worker safety, and the environment. We review our Supplier Code of Conduct on an annual basis.



Western Materials Handling & Equipment Ltd.

Due Diligence

We expect third-parties with which we work with to adhere to business principles and values similar to our own and to comply with all applicable laws and regulations. In order to mitigate potential risks of Modern Slavery in our supply chains, we intend to follow a due diligence approach in accordance with the Policy that includes the following steps:

- monitoring and reviewing supply chains and business relationships;
- requiring all new Suppliers to uphold the standards, principles, and requirements within the Supplier Code of Conduct, in accordance with the Policy;
- encouraging transparent communication between management, employees, and third-parties including Suppliers enabling all parties to raise and voice concerns with management regarding potential risks of Modern Slavery within our operations and supply chains;
- identifying and assessing adverse impacts in operations;
- continuously reviewing our risk management infrastructure including policies, procedures, and legal obligations; and
- ceasing, preventing, or mitigating adverse impacts by training and raising awareness and understanding of Modern Slavery among our impacted employees and Suppliers as we track implementation and results, and communicating how impacts are addressed and provided for and cooperating in remediation when appropriate.

MODERN SLAVERY RISKS, MITIGATION, AND REMEDIATION MEASURES

Risk Identification and Mitigation

Through WestMat's adopted Policy regarding the mitigation of Modern Slavery, our mandate is to conduct due diligence to identify and assess the risks of Modern Slavery in our supply chains. By gathering information from Suppliers through the Supplier Code of Conduct, we are putting ourselves in a position to better identify such risks. Until we receive further data in this regard, WestMat has not identified Modern Slavery in our material handling equipment retail business involving the importation and sale of goods and services, as applicable, in the United States of America, Japan, the United Kingdom, China, Italy, Poland, Canada including Alberta, Yukon, the Northwest Territories, and other various countries within Western Europe.

Remediation Measures

In accordance with the Act, we have conducted an assessment of its activities and supply chain and have not identified any incident of Modern Slavery being used. Therefore, we did not need to take any measures to remediate an incident of Modern Slavery. We acknowledge the need for vigilance and ongoing monitoring to ensure that we continue to mitigate the risk of Modern Slavery in our operations



Western Materials Handling & Equipment Ltd.

and supply chains. To that end, we will regularly review our risk assessments and implement any necessary remediation measures should the need arise in the future.

LOSS OF INCOME REMEDIATION

To date there have been no identified or reported instances of loss of income to vulnerable families that results from measures taken to eliminate the use of Modern Slavery in our activities and supply chains.

Having not received any evidence of Modern Slavery, including forced labour or child labour, or human trafficking incidents, or loss of income as a result of steps taken to eliminate Modern Slavery in 2023, there has not been a basis to take remedial steps regarding such matters.

TRAINING PROGRAM

We believe that awareness and education are crucial in preventing Modern Slavery. To that end, in accordance with our Policy, we strive to provide training from time to time for all applicable employees of WestMat working in areas which could be impacted by Modern Slavery. The scope of the training will focus on our policies and due diligence practices to address Modern Slavery while promoting awareness of our obligations under the Act and identifying key risk factors. Where employees work directly with Suppliers, it is important for them to familiarize themselves with the Supplier Code of Conduct and to ensure Suppliers understand what is expected of them.

ASSESSING EFFECTIVENESS

Our ongoing commitment to preventing and minimizing risks of Modern Slavery in our operations and supply chains involves our continuous monitoring and assessment of the efficacy of our current policies, codes of conduct, due diligence procedures, and training. Where appropriate, we will take necessary steps to improve our processes. If potential risks in our operations and supply chains are identified, we will subsequently identify the appropriate corrective action both internally and with third-parties, including Suppliers, and will track these issues to completion. We are committed to continually improving our efforts to combat Modern Slavery and human trafficking. In the coming year, we plan to:

- further integrate Modern Slavery considerations into our risk assessment and due diligence processes;
- expand training programs to reach a wider audience within our organization; and
- collaborate with industry peers and organizations to share best practices and drive collective action against Modern Slavery.

We are committed to combatting Modern Slavery in all its forms. We recognize the importance of transparency and accountability in this effort and will continue to work diligently to ensure that Modern Slavery and other slavery-like practices have no place in our business or supply chains.



Western Materials Handling & Equipment Ltd.

APPROVAL AND ATTESTATION

This Report was approved pursuant to paragraph 11(4)(a) of the Act by the Board of Directors of WestMat. This Report is also available on our website at: www.westmat.com.

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.

Kyle E. Hudson

Kyle E. Hudson
Director & President
May 28, 2024

*I have authority to bind Western Materials Handling
& Equipment Ltd.*