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May 7, 2025

**SUBJECT:** Attestation of True and Accurate Report

To Whom It May Concern:

I do hereby attest that the report uploaded to the official Canadian website in support of our annual report pursuant to the Act to Engage the Fight Against Forced Labour and Child Labour in Supply Chains Act is true and correct to the best of my knowledge.

Sincerely,

A handwritten signature in black ink, appearing to read "Kathryn Anderson", with a long horizontal flourish extending to the right.

Kathryn Anderson  
General Counsel and Director of Legal  
[Kathryn.Anderson@ulteig.com](mailto:Kathryn.Anderson@ulteig.com)

Questions marked with an asterisk (\*) are mandatory.

**1. Which of the following accurately describes the entity's structure? (Mandatory)**

**Corporation**

Trust

Partnership

Other unincorporated organization

**2. Which of the following accurately describes the entity's activities? Select all that apply. (Mandatory)**

Note: If an organization is not involved in any of the following activities, then it may not be required to report, even if it meets the definition of **entity**.

Producing goods (includes manufacturing, extracting, growing and processing), in Canada

Producing goods (includes manufacturing, extracting, growing and processing), outside Canada

**Importing into Canada goods produced outside Canada**

Controlling an entity engaged in producing goods, in Canada

Controlling an entity engaged in producing goods, outside Canada

Controlling an entity engaged in importing into Canada goods produced outside Canada

**3. What steps has the entity taken in the 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? Select all that apply. (Mandatory)**

**Mapping activities**

Mapping supply chains

Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains

Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains

Developing and implementing an action plan for addressing forced labour and/or child labour

Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily

Addressing practices in the organization's activities and supply chains that may cause or contribute to the risk of forced labour and/or child labour

Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains

Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour

**Requiring suppliers to have policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains**

**Developing and implementing child protection policies and processes**

Developing and implementing anti-forced labour and/or -child labour contractual clauses

Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists

Auditing suppliers

Monitoring suppliers

Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour

**Developing and implementing grievance mechanisms to address complaints in the workplace**

Developing and implementing training and awareness materials on forced labour and/or child labour

Developing and implementing procedures to track effectiveness in addressing forced labour and/or child labour

Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour

Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks

Information not available for this reporting period

**4. Please provide additional information describing the steps taken (if applicable) (3,000 character limit).**

Please note that information entered could be identifying information. In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

**5. Does the entity currently have policies and/or due diligence processes in place related to forced labour and/or child labour? (Mandatory)**

**Yes**

**No**

**5.1 If yes, which elements of the policies and/or due diligence process has the entity implemented in relation to forced labour and/or child labour?**

**Select all that apply. (Mandatory)**

**Embedding responsible business conduct into policies and management systems**

Identifying and assessing potential and actual adverse impacts in operations, supply chains and business relationships

Ceasing, preventing or mitigating potential and actual adverse impacts

Tracking implementation and results

Communicating how impacts are addressed

**Providing for or cooperating in remediation when appropriate**

**6. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Mandatory)**

Note: Entities are being asked to **indicate if they have considered the ways in which their activities and supply chains could potentially cause, contri**

Yes, we have identified parts of our activities and/or supply chains that carry risks to the best of our knowledge and will continue to identify emerging risks.

Yes, we have started the process of identifying parts of our activities and/or supply chains that carry risks, but there are still gaps in our assessments.

**No, we have not started the process of identifying parts of our activities and/or supply chains that carry risks of forced labour or child labour being used.**

**6.1 If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains?**

**Select all that apply. (Mandatory)**

The sector or industry it operates in

The types of products it produces or imports

The locations of its activities, operations or factories

The types of products it sources

The raw materials or commodities used in its supply chains

Tier one (direct) suppliers  
Tier two suppliers  
Tier three suppliers  
Suppliers further down the supply chain than tier three  
The use of outsourced, contracted or subcontracted labour  
The use of migrant labour  
The use of forced labour  
The use of child labour

**None of the above**

**7. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Mandatory)**

Agriculture, forestry, fishing and hunting  
Crop production  
Animal production and aquaculture  
Forestry and logging  
Fishing, hunting and trapping  
Support activities for agriculture and forestry  
Mining, quarrying, and oil and gas extraction  
Oil and gas extraction  
Mining and quarrying (except oil and gas)  
Support activities for mining, and oil and gas extraction  
Utilities  
Construction  
Construction of buildings  
Heavy and civil engineering construction  
Specialty trade contractors  
Manufacturing  
Food manufacturing  
Beverage and tobacco product manufacturing  
Textile mills  
Textile product mills  
Apparel manufacturing  
Leather and allied product manufacturing  
Wood product manufacturing  
Paper manufacturing  
Printing and related support activities  
Petroleum and coal product manufacturing

Chemical manufacturing  
Plastics and rubber products manufacturing  
Non-metallic mineral product manufacturing  
Primary metal manufacturing  
Fabricated metal product manufacturing  
Machinery manufacturing  
Computer and electronic product manufacturing  
Electrical equipment, appliance and component manufacturing  
Transportation equipment manufacturing  
Furniture and related product manufacturing  
Other manufacturing  
Wholesale trade  
Farm product merchant wholesalers  
Petroleum, petroleum products, and other hydrocarbons merchant wholesalers  
Food, beverage and tobacco merchant wholesalers  
Personal and household goods merchant wholesalers  
Motor vehicle and motor vehicle parts and accessories merchant wholesalers  
Building material and suppliers merchant wholesalers  
Machinery, equipment and supplies merchant wholesalers  
Business-to-business electronic markets, and agents and brokers  
Other merchant wholesalers  
Retail trade  
Motor vehicle and parts dealers  
Building material and garden equipment and supplies dealers  
Food and beverage retailers  
Furniture, home furnishings, electronics and appliances retailers  
General merchandise retailers  
Health and personal care retailers  
Gasoline stations and fuel vendors  
Clothing, clothing accessories, shoes, jewelry, luggage and leather goods retailers  
Sporting goods, hobby, musical instrument, book, and other retailers  
Transportation and warehousing  
Air transportation  
Rail transportation  
Water transportation  
Truck transportation  
Transit and ground passenger transportation

Pipeline transportation  
Scenic and sightseeing transportation  
Support activities for transportation  
Postal service  
Couriers and messengers  
Warehousing and storage  
Information and cultural industries  
Motion picture and sound recording industries  
Publishing industries  
Broadcasting and content providers  
Telecommunications  
Computing infrastructure providers, data processing, web hosting, and related services  
Web search portals, libraries, archives, and all other information services  
Finance and insurance  
Monetary authorities - central bank  
Credit intermediation and related activities  
Securities, commodity contracts, and other financial investment and related activities  
Insurance carriers and related activities  
Funds and other financial vehicles  
Real estate and rental and leasing  
Real estate  
Rental and leasing services  
Lessors of non-financial intangible assets (except copyrighted works)  
Professional, scientific and technical services  
Management of companies and enterprises  
Administrative and support, waste management and remediation services  
Administrative and support services  
Waste management and remediation services  
Educational services  
Health care and social assistance  
Ambulatory health care services  
Hospitals  
Nursing and residential care facilities  
Social assistance  
Arts, entertainment and recreation  
Performing arts, spectator sports and related industries  
Heritage institutions

Amusement, gambling and recreation industries  
Accommodation and food services  
Accommodation services  
Food services and drinking places  
Other services (except public administration)  
Repair and maintenance  
Personal and laundry services  
Religious, grant-making, civic, and professional and similar organizations  
Private households  
Public administration  
Federal government public administration  
Provincial and territorial public administration  
Local, municipal and regional public administration  
Indigenous public administration  
International and other extra-territorial public administration

**None of the above**

Other, please specify

**8. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (3,000 character limit).**

Please note that information entered could be identifying information. In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

**9. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Mandatory)**

Yes, we have taken measures

No, we have not taken measures

**Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.**

**9.1 If yes, which remediation measures has the entity taken? Select all that apply. (Mandatory)**

Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support

Compensation for victims of forced labour or child labour and/or their families

Actions to prevent forced labour or child labour and associated harms from reoccurring

Grievance mechanisms

Formal apologies

**10. Has the entity taken any measures to remediate the loss of income to the most vulnerable individuals and families that results from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Mandatory)**

Yes, we have taken measures

No, we have not taken measures

Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

**11. Does the entity currently provide training to employees on forced labour and/or child labour? (Mandatory)**

Yes

No

**11.1 If yes, is the training mandatory? (Mandatory)**

Yes, the training is mandatory for all employees.

Yes, the training is mandatory for employees making contracting or purchasing decisions.

Yes, the training is mandatory for some employees.

No, the training is voluntary.

**12. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Mandatory)**

Yes

No

**12.1 If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Mandatory)**

Setting up a regular review or audit of the entity's policies and procedures related to forced labour and child labour

Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and child labour clauses

Partnering with an external organization to conduct an independent review or audit of the entity's actions

Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators