



2023 Report on Forced Labour and Child Labour

This Report addresses the period from January 1, 2023 to December 31, 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 1916354 Alberta Ltd. dba Dumur Industries.

1. Introduction

Dumur Industries and its subsidiaries (the “Company”, “Dumur”), acknowledge our responsibility to combat forced and child labour and are committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

2. Our Business

Dumur Industries and its subsidiaries, Dellcom Aerospace and J/E Bearing & Machine Ltd., manufacture and supply parts and assemblies to customers who operate predominantly in the aerospace and defense sectors of industry. Customers may be Canadian or International corporations with operations mainly in North America and Europe.

The head office of Dumur Industries is in White City, SK while Dellcom Aerospace and J/E Bearing are located in Ontario. Dumur and J/E Bearing are focused mainly on producing land defense systems while Dellcom Aerospace provides parts and assemblies for commercial and military aerospace companies. The Company employs approximately 200 people.

3. Our Supply Chains

In the highly regulated aerospace and defense sectors, supply chains are primarily directed and approved by the customers. These directed sources are controlled by the customer and are almost always long-term relationships that account for most of the procured material at Dumur.

Dumur Industries also manages its own supply chain. These suppliers will provide raw material (steel, aluminum, etc.), tooling, shop supplies, machinery and hardware. Dumur may also engage service providers for computer services, communication, payroll, legal and other administrative functions. When Dumur Industries employees travel, they engage with airlines and national hotel chains in Canada, the USA and Internationally as required. Any supplier providing a product or service goes through a formal approval process at Dumur in accordance with our AS9100 certification requirements.

Dumur Industries

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4. Our Policies

The Dumur Management System policies and procedures establishes the organization Dumur Industries strives to be and management's commitment to ensuring the Company operates within the laws of Canada. In setting these goals Dumur has established a strict policy base to both protect the Company and its employees and ensure that we meet or exceed expectations for ethical business practices.

As part of the on-boarding process at Dumur Industries, new employees are required to read, understand and sign the Dumur Employee Handbook. This Employee Handbook is part of Dumur's Management System policies and procedures and is reviewed annually to ensure compliance with Canadian and International business standards. The Employee Handbook deals with issues in the workplace such as discrimination, harassment and violence. It also determines the conditions under which employees will work and how they will treat others.

The Management System policies and procedures will be updated in 2024 to include a formal Code of Ethics policy.

5. Assessing Our Risk

No formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2023, and December 31, 2023. We intend to undertake this assessment in the next 24 months.

6. Our Commitment to Ethical Practices

Employee Training on the issues surrounding Forced Labour and Child Labour in the supply chain has not been established at Dumur Industries. It is intended that Dumur will define a Code of Ethics policy for release to its employees. Dumur will also release a Forced Labour and Child Labour policy and provide targeted training to employees during 2024, once the new policies and procedures have been introduced.

7. Our Plans for 2024

| Area | Actions |
|---|---|
| Establish a formal Code of Ethics Policy | Investigate, write, and release the policy to employees |
| Establish Forced Labour and Child Labour Policy | Establish policy and roll out to management and employees |
| Policy Training | Provide training to Dumur employees on the new policies |

8. Approval & Signature/Attestation

This report was approved by the Board of Dumur Industries on May 21st, 2024, and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at www.dumurindustries.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 this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Kendra Danbrook
President
May 21, 2024



I have the authority to bind 1916354 Alberta Ltd.