



## **2025 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act***

### **Introduction**

This report has been prepared by Fraser Valley Aggregates (2014) Ltd. (**FVA**) in response to the requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act) for our financial year ending December 31, 2024.

Our approach to preventing and reducing the risk of forced labour and child labour in our aggregate production and supply chains has focused on monitoring the health and safety of workers on our sites and requiring our suppliers and contractors to comply with applicable laws relating to Canadian employment, labour relations, human rights, and safety.

### **Organizational structure, activities, and supply chain**

FVA has operated in British Columbia for over 30 years. Our head office is in Surrey, British Columbia. We supply quality aggregate products for use in a variety of applications, including concrete production, road base, parking lots, interior slabs, exterior slabs, foundation drainage systems, and decorative purposes. We own and operate several pit locations throughout the Fraser Valley. We sell our products in Canada.

We employ approximately 50 employees. Most of our employees are unionized. We do not hire temporary workers or use labour intermediaries.

Our supply chain consists of sourcing aggregate equipment, tools and parts used in our operations from Canadian distributors. Our supply chain is closely aligned with the location of our operations in British Columbia.

### **Steps to prevent and reduce the risks of forced labour and child labour**

In this reporting year, FVA took the following steps to prevent and reduce the risks of forced labour or child labour in our operations and supply chain:

- Continue implementing workplace safety and human rights programs and verifying age requirements in accordance with applicable Canadian employment laws
- Use questionnaires, declarations and contractual clauses to ensure direct suppliers and subcontractors follow safety requirements and comply with employment, human rights and safety laws on our sites
- Monitor our direct suppliers and subcontractors to comply with employment, human rights and safety laws through routine management visits
- Procure production materials from reputable, long-term Canadian suppliers

### **Policies and due diligence processes**

FVA's policies and processes focus on the impact of workers in our aggregate activities in British Columbia and engaging with suppliers and contractors to ensure compliance with applicable employment, human rights and safety protections for workers.

To prevent the use of forced labour and child labour in our operations, FVA has adopted procedures to comply with applicable laws relating to health and safety, human rights, and employment standards regulations governing our hours of work, safe working conditions, and age of employment. These procedures apply to all employees, temporary workers, and contractors.

In our supply chains, we are committed to doing business with reputable, ethical suppliers. We rely on our suppliers to adopt responsible business practices. All our suppliers are in Canada and therefore subject to Canadian laws governing working

conditions and age of employment. We select our suppliers based on their reputation as well as the quality of their goods and services. We use questionnaires, declarations and contractual clauses to ensure the suppliers and subcontractors on our worksites follow our safety requirements and comply with employment, human rights and safety laws.

## **Assessing the risk of forced labour and child labour**

FVA's operations and direct suppliers operate in Canada, where worker rights are protected under the employment, labour, human rights and safety laws. For these reasons, we have identified the risk of forced labour and child labour in our operations and direct supply chains to be low.

We do not have visibility over our suppliers' extended supply chain and rely on our suppliers to adopt due diligence processes and policies to ensure no forced labour or child labour is used in the production of their goods. We will review our approach to risk assessment with our supply chain partners as transparency over Canada's supply chain increases.

## **Remediation measures and remediation of loss of income**

FVA has established policies and processes that encourage workers to report concerns relating to health and safety or other human rights. To date, we have not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such has not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

## **Employee training**

All workers are required to undergo site safety briefings prior to entering site and to attend mandatory training relating to compliance with health and safety regulations. In this reporting year, we did not provide training to employees specifically on the risks of forced labour or child labour in the supply chain.

## **Assessing effectiveness**

FVA monitors compliance of our workers and contractors with the standards set out in our safety and injury management systems. In this reporting year, we did not adopt assessment measures relating to forced labour or child labour in our supply chain.

## **Approval and 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 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.

Dated in the City of Surrey, British Columbia, this 1 day of May, 2025.

*Drew Bailey*  
Drew Bailey, Director

I have the authority to bind Fraser Valley Aggregates (2014) Ltd.