



Fighting Against Forced Labour & Child Labour in Supply Chains Act

2023 Report

This statement is made to comply with Bill S-211, the Act of Fighting Against Forced Labour and Child Labour in Supply Chains. This report outlines the efforts by Charles Jones Industrial Limited (CJI) to identify and address potential risks of forced labour and child labour within our supply chains and to provide transparency for the financial year of September 2022 to September 2023.

Charles Jones Industrial Limited is a Canadian based corporation that primarily operates in the business of the distribution of industrial supplies. Charles Jones Industrial sells and distributes goods both in and outside of Canada as well as imports goods produced outside of Canada into Canada. CJI's key suppliers are located within North America. As of September 2023, Charles Jones Industrial has five locations - three in Ontario (Brantford, Nanticoke and Stoney Creek), one in Pointe Claire, Quebec and one in Edmonton, Alberta. Charles Jones Industrial's business operations are overseen by shareholders and a strong management team spanning throughout the individual branches. Charles Jones Industrial is not subject to any other jurisdictional requirements for annual forced labour reporting.

In 2024, Charles Jones Industrial will continue to increase the visibility of our suppliers, both within and outside of Canada. This will assist CJI in identifying suppliers' policies, procedures, and actions regarding supply chain transparency and the protection of human rights while allowing us to identify regions of origin of goods connected to Charles Jones Industrial.

Forced Labour and Child Labour Prevention

Charles Jones Industrial created a policy to address forced labour and child labour within the company's supply chain as we are committed to upholding ethical labour practices and ensuring that our business operations are conducted in a socially responsible manner. Charles Jones Industrial recognizes the importance of protecting the rights and well-being of workers, and we strictly prohibit the use of child labour and forced labour in any part of our supply chain or within our own operations. The policy outlines our commitment to eradicating these unacceptable practices and establishing a responsible and sustainable working environment for workers in our own operations and upstream. It applies to all employees, contractors, suppliers, and other entities associated with CJI, regardless of jurisdiction and encompasses all aspects of our operations.

Actions Taken

- Charles Jones Industrial strictly prohibits the employment of individuals below the minimum age for work as defined by the International Labour Organization (ILO) conventions and applicable local laws, while ensuring that employee age requirements are met and documented.

- Charles Jones Industrial ensures that our recruitment and employment practices do not involve any form of forced labour.
- A training module was created to educate employees on forced labour and child labour.

During the current period, Charles Jones Industrial is addressing potential risks of child labour and forced labour by issuing an official questionnaire to all key suppliers to ensure that they have policies and procedures in place and to collect information on operations. If it is determined that a vendor is operating in a country with a history of human rights violations, this vendor will be closely monitored.

Risk Assessment

Charles Jones Industrial has always held a strong stance against human rights violations. During the 2023 financial year, Charles Jones Industrial was in the beginning stages of putting official policies in place with regards to the Act.

During this current period, Charles Jones Industrial is collecting data and operational information on our suppliers. CJI will be able to use this data to identify any suppliers that may not meet our requirements and ensure that we are not in business with any company that breaches our policy on forced labour and child labour. Charles Jones Industrial will utilize and mandate the reporting process and supplier feedback to strengthen our ability to grow as an ally to prevent child labour and forced labour.

Remediation Efforts

Charles Jones Industrial has not identified any evidence of the use of child labour or forced labour within our supply chain during 2023, therefore no remediation action has been taken.

Training

Charles Jones Industrial created a training module which is currently in the process of deployment for all employees. This training is mandatory and going forward, it will be included in our onboarding process. This training material includes education and awareness on key terms and definitions, understanding rules and regulations of the Act, how to identify risks, the steps taken by Charles Jones Industrial to prevent forced labour, and child labour in our supply chain, as well as introducing a grievance mechanism that allows workers to raise concerns about the potential of forced labor or child labour.

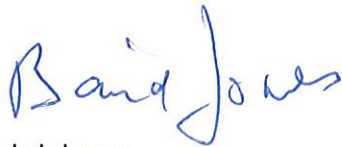
Effectiveness Assessment

Charles Jones Industrial is committed to reviewing and updating our Child Labour and Forced Labour Policy, operating procedures, and training module to ensure we are continually identifying actions to prevent forced labour and child labour risks within our supply chain. This will be done in conjunction with continually monitoring federal

guidance and best practices to ensure our compliance and active participation in the goal of the elimination of forced labour and child labour throughout the world.

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.



Baird Jones
President

I have the authority to bind Charles Jones Industrial Limited.

Date: May 30, 2024