

Modern Slavery Disclosure Statement

Executive Summary

This Modern Slavery Statement sets out the actions taken by Forbes Group of Companies (Forbes Bros. Holdings Ltd) during the financial fiscal year ending February 29, 2024. Forbes Bros. is committed to ensuring compliancy and promoting best practices to prevent and reduce the risk of forced labour and child labour in our supply chain.

This report is written on behalf of all Forbes Bros. Canadian entities as listed in the table below. Forbes Bros. is not subject to reporting obligations under other jurisdictions.

Entity	Business No.	Industry Code	Location
Forbes Bros. Holdings Ltd	80999 1524	551113 - Holding companies	Canada
Forbes Bros. Ltd.	10446 7980	237130 – Power and communication line and related structures construction	Canada
Forbes Bros. Equipment Ltd.	80797 4969	532410 - Construction, transportation, mining, and forestry machinery and equipment rental and leasing	Canada
Forbes Bros. Aircraft Ltd.	80999 6325	532410 - Construction, transportation, mining, and forestry machinery and equipment rental and leasing	Canada
FB Remcon Ltd.	70180 7885	237130 – Power and communication line and related structures construction	Canada
Valley Power Line Contracting Ltd.	86173 3673	237130 – Power and communication line and related structures construction	Canada
FB Bullet Ltd.	78417 6935	237130 – Power and communication line and related structures construction	Canada

About Us

Forbes Bros. is a privately-owned family business that provides engineering, procurement and construction for our core services which include Transmission, Distribution, Civil Underground, EV Charging Stations, Telecommunications and Substations. Forbes Bros. operates in both Canada and the United States.

Forbes Bros. imports goods through various manufacturers and distributors across the globe as required for the successful completion of our projects. Forbes Bros. acknowledges that there could be risk of child labour within current supply chains, especially in industries and regions where labor standards may be less stringent, or processes and procedures may be lacking. Through our continued growth and geographic expansion throughout North America, we strive to seek long-term relationships with suppliers that share the same strict standards of sustainability and human rights, product excellence and overall compliance with all local laws and regulations.

Policies on Slavery and Human Trafficking

Forbes Bros. is committed to doing business in full compliance with all local laws and regulations and will be implementing a Supplier Code of Conduct to ensure our supply chain partners conduct business ethically and with the same high standards. Through new supply chain processes Forbes Bros. aims to partner with suppliers that do not contribute to exploitation and harm to vulnerable populations.

Internal Accountability

Forbes Bros. employs approximately 1,200 employees across Canada and the USA. Our organization is proud of our values and work ethic. We set high standards, which include slavery and trafficking rules. Forbes Bros. Code of Conduct (available on our company intranet site) reflects the requirements that our employees abide by all applicable laws and regulations.

Forbes Bros. believes that a diverse workplace is a strong workplace. We actively promote and encourage working in a socially responsible manner.

What's Happening Today

- **Supplier Verification**
Forbes Bros. is committed to fair labor practices within our supply chain and is drafting policies and procedures to improve supplier verifications. Our suppliers will be monitored on an ongoing basis and will be required to advise Forbes Bros. of any changes which may affect compliance. Before any new suppliers are considered, pre-sourcing audits may be considered.
- **Supplier Audits**
Forbes Bros. may require critical suppliers to undergo independent audits to ensure compliance with agreements. Forbes Bros. understands the complexity of our supply chain and we will continue to study the risks associated with modern slavery. Forbes Bros. will continue to develop and refine our policies and procedures.
- **Supplier Certification**
All our suppliers are required to sign a statement, which is part of the Supplier Code of Conduct, that certifies the materials incorporated into their products were produced in compliance with slavery and human trafficking laws in Canada.

Training & Development

All employees who actively participate or are directly involved in any decision making within our supply chain management will be provided appropriate training so that they are able to understand and identify all risks associated with modern slavery. This educational component will be shared companywide, and on an ongoing basis, to ensure we continue to meet or exceed our corporate responsibilities.

Approval

This statement covers the period between March 1, 2023, to February 29, 2024, and has been approved by the Board of Directors of Forbes Bros. The undersigned, a Board member, has been authorized to sign this statement.

Signature: _____ 

Name: Mark Forbes

Date: May 6, 2024