

BILL S-211 : Report

Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff

Modern Slavery Statement

This statement is made pursuant to the Canadian Bill enacted to Fight Against Forced Labour in Supply Chains. This statement outlines the approach and initiatives by Angstrom Engineering Inc. to identify and address the risks of forced labour and child labour in business operations and supply chains.

Bill S-211 is intended to ensure that products sold into Canada will not be manufactured with forced or child labour at any point throughout the supply chain. To this end, Angstrom Engineering Inc. requires all our suppliers to abide by the following rules and to provide a written statement outlining their agreement and adherence to this policy. This policy also is designed to align with the goals of the U.S. UFLPA (Uyghur Forced Labour Protection Act) Public Law No. 117-79.

Policy

Every Angstrom Engineering supplier prohibits the use of child labour and forced or compulsory labour in all its units.

They will adopt strict compliance with all relevant local and international laws and standards in respect to forced labour and child labour.

They do not engage in any forced labour or child labour on site or in their supply chains.

They have a system of checking and maintaining records of workers at the time of employment, to determine that proof of age is in place and monitored on a regular basis.

Suppliers have mechanisms in place to create awareness about child rights and the prohibition of child labour, and to communicate the issues/development/challenges through the entire supply chain.

No employee is made to work against their will or work as bonded/forced labour or be subject to corporal punishment or coercion of any type related to work.

Monitoring & Audit

Periodic assessment is conducted. Our human resources department undertakes random checks of records annually.

Company Structure

Angstrom Engineering Inc is a corporation that was established in 1992 and its head office is in Cambridge, Ontario.

Supply Chain

Angstrom Engineering has an international supply chain with vendors throughout the world. We purchase a mix of OEM components and components that are manufactured based on our designs.

Risks in Supply Chain

The majority of Angstrom Engineering's supply chain is located in Canada, the United States, and Europe which have relatively low risk for forced labour. We have identified that vendors located outside of these regions have a higher risk and as a result a higher level of monitoring will be conducted on verification from the suppliers that they comply with our policy.

Actions Taken

This policy is publicly available throughout the Company and is clearly communicated to all employees in a manner that can be understood through introduction programs and policy manuals.

The implementation of the policy is the responsibility of the company's human resource department to ensure that minors are not permitted to enter the site as workers.

There is a zero-tolerance policy towards its breach.

Employment contracts and other records, documenting all relevant details of the employees including age, are maintained and are open to verification by any authorized personnel or relevant statutory body.

The company (human resources department) provides an annual report on all reported, if any, incidents of child or forced labour to the company owners.

All new suppliers will be required to complete our Force Labour Supplier Letter.

All existing suppliers will be required to complete our Force Labour Supplier Letter. Existing suppliers will be reviewed and a priority will be assigned based on country and product.

Effectiveness Assessment

All members of our supply chain group will be trained on the policy and the supplier requirements.

Sign off

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act. It has been issued on behalf of Angstrom Engineering.

Signed,

David Pitts
President

Andrew Campbell
Vice-President