

# Introduction

As a company with global operations, Evans Consoles Corporation (Evans) plays a role in promoting human rights and responsible business practices. We recognize that risks of forced labour and child labour (also referred to as modern slavery) exist and acknowledge that understanding and managing these risks requires a collaborative approach with our suppliers, our workforce and other external stakeholders.

This report (the Report) outlines Evans’s governance processes, existing measures, and progress made in the 2024 fiscal year to prevent and mitigate the risks of modern slavery across the supply chain we utilize.

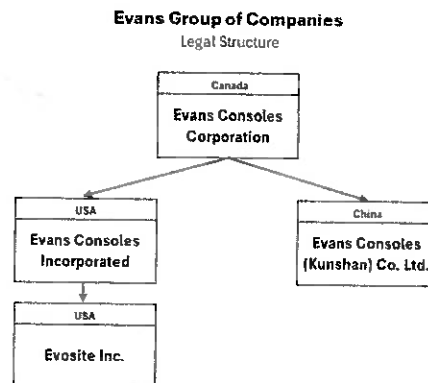
Evans is an incorporated entity subject to the legal requirements in section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act). This Report is made pursuant to the Act and was approved by the Evans Board of Directors (the Board) on May 1<sup>st</sup>, 2024.

For purposes of the Act, the reporting entities covered in this Report include wholly-owned and/or operated by Evans from January 1st to December 31st, 2023. The terms “Evans”, “we”, “our”, and “the Company” refer to Evans Consoles Corporation and extend to all the entities listed in this Report.

# Corporate Structure and Business Activities

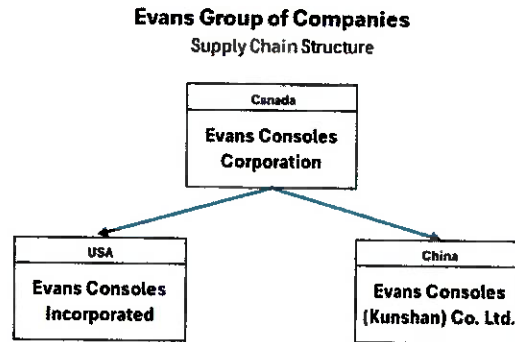
Evans Consoles Corporation is the sole parent company of the entities covered in this Report and is headquartered in Calgary, Alberta. Evans operates in the following core businesses – Consulting, Construction, Manufacturing, Transportation, Installation, and Evans Care Service.

Evans has centralized corporate and administrative functions that provide governance, financing, procurement and other support to all Evans core businesses, as well as to the affiliates and subsidiaries covered by this Report.



# Supply Chain Structure

Evans Supply Chain structure, as shown below, is structured so that the control and direction of all Supply Chain activities is coordinated and managed by our Canadian headquarters staff and leadership.



## Policies and Standards

Evans Code of Business Ethics and Conduct Policy, which apply to all Evans entities listed in this Report, reinforces the Company's requirements and expectations for conducting business and expected behaviours. Evans's Code of Business Ethics and Conduct Policy reiterates our position on how our employees conduct themselves in business. Evans considers the International Bill of Human Rights, which consists of the Universal Declaration of Human Rights, and the core International Labour Organization Conventions when adopting human rights best practices. As part of our commitment to human rights, we stand firmly against the use of forced labour and child labour in our operations and across our supply chain. The Policy applies to all employees, directors, officers, and contingent workforce contractors of Evans and its wholly owned subsidiaries and/or operated entities in all countries where Evans conducts business. It is reviewed annually and approved by the Board. These expectations are also reinforced through our Code of Conduct for Procurement.

## Understanding Our Risk Exposure

Evans's greatest risk exposure to forced labour and child labour is through suppliers, and the primary sources of these risks come from procuring goods in higher-risk geographies and sectors. We recognize the potential risks of forced labour and child labour in our extended supply chain and the complexity and challenges in operationalizing modern slavery compliance.

Evans Supply Chain group began its review to examine our supply chain for high-risk activities and suppliers for forced labour and child labour risks. As part of this analysis, a risk review of our supply chain activities was conducted to identify the geographical regions, industries, and suppliers with high-risk exposures to forced labour and child labour and assess the effectiveness of any controls in place. Because our supply chain function is centralized, the review applies to all the entities listed in this joint Report.

The following activities were part of the review:

- Established a core team consisting of internal stakeholders within supply chain to align internal activities and further enhance due diligence and risk management activities related to key sustainability issues, such as human rights;
- Ongoing mapping of our supply chain with suppliers who have directly contracted with the Company (Tier 1 level)
- Initiated a review of internal policies for preventing forced labour and child labour in the supply chain, procurement policies, supplier due diligence, onboarding, and compliance processes;
- Initiated ongoing improvements to internal supply chain processes, policies, and training.

While the information above represents the current known risks of modern slavery for Evans, it characterizes the findings from our initial supply chain review at a particular time. More work is underway internally to monitor supplier activities efficiently and effectively with respect to modern slavery, and high-risk categories and countries may change in the future as we learn more.

## Supplier Registration and Risk Classification

In accordance with our process, suppliers that are providing materials and services for our projects and operations must register and onboard through our supplier onboarding process within supply chain, which conducts risk screening and monitoring.

Evans uses an internal supplier management checklist to qualify and monitor the Company's supplier base. Prior to being set up in our system, a questionnaire is sent to suppliers to help determine each supplier's risk profile and understand their corruption, forced labour and child labour, and anti-bribery and corruption risk exposure. Additionally, the questionnaire requests information from suppliers as to whether they have policies and processes that deal specifically with forced labour and child labour.

For suppliers that meet a residual risk exposure level for activities connected to child and forced labour based on their questionnaire answers, Evans follows up with further requests for information and escalation to senior management, where appropriate. Other, additional requirements or actions could include:

- Enhanced contractual terms;
- Supplier certifications;
- Third-party inspections in the local jurisdiction; or
- Termination of the relationship.

If issues are found, they are escalated to senior management for review and action in accordance with Evans's internal escalation procedure. High-risk suppliers, materials, and manufacturing sites that are flagged by Evans's internal processes may be subject to additional internal due diligence screening and risk controls.

In 2024, no suppliers screened by Evans were found to have forced labour or child labour issues.

## Our Remediation Measures

When identifying the risks of forced labour or child labour in the Company's activities and supply chain, Evans primarily focuses on understanding the operations and supply chain of our Tier 1 suppliers.

Since Evans's processes and tools did not yield any evidence of forced labour or child labour, we did not implement any remediation measures in the 2024 fiscal year.

## Longer Term

Identifying and eliminating forced labour and child labour in the global supply chain is a complex social, economic, and governance issue that can only be resolved through partnership and collaboration across industry, suppliers, governments, and non-profit organizations. Collaboration is one of our core values and our supply chain partners are crucial to developing collective solutions. This requires us to deepen relationships with our supply chain partners, strengthen our contractual language at the Tier 1 supplier level, and to work together to build new levels of transparency throughout all tiers of our supply chain and build joint solutions to deliver value across multiple dimensions. Evans is also committed to leveraging our size and spending power to educate and influence our external partners to invest in protecting human rights for every single worker in the supply chain.

As a part of ongoing enhancements, we will strive to continue to identify emerging risks. The Company also intends to continue developing and implementing additional due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and child labour in our activities and supply chain.

## Report Approval and Attestation

In accordance with the requirements of the Act, 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.

I have the authority to bind Evans Consoles Corporation.



**William Burkett**

CEO

May 1, 2024