

INTRODUCTION

This statement is made on behalf of Reko International Group Inc. pursuant to the Bill S-211 *Fighting Against Forced Labour and Child Labour in Supply Chains Act* to protect vulnerable populations from human rights abuses and exploitation.

OUR BUSINESS

Is the design, manufacture, installation and service of automation equipment as well as the provision of machining and related services.

We employ in Canada, approximately 200 employees and are confident through our hiring practices, policies, values and governance that our own operations are free of modern slavery, forced labour and human trafficking.

OUR SUPPLY CHAINS

We don't suspect human trafficking or slavery within our supply chain because the majority of our suppliers are based in North America and have been suppliers for many years.

To date we have not been made aware of, nor detected any human trafficking or slavery activities within the supply chain. However, if any were highlighted to us, we would act instantly in accordance with our legal and moral obligations.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to minimize the risk that slavery and human trafficking is taking place anywhere in our business and in our supply chains.

Employees are free to choose to work for the Company and to leave the Company upon reasonable notice.

All employees are provided with a clear contract of employment, which complies with local legislation. They are also provided with policies, training and procedures to ensure that expectations are clear.

All employees are treated in a fair and equal manner and with dignity and respect.

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age are adhered to. No person is employed below the age of sixteen.

All slavery and human trafficking laws must be complied with including, but not limited to, Bill S-211.

We rely on our suppliers to ensure their business operations are free from slavery and human trafficking practices whether in Canada or elsewhere, both internally and with their supply chains and other external business relationships. We will request certification of this on a regular basis and also perform audits as practical.

Policies in place are –

- Whistleblowing policy
- Anti-slavery policy
- Health and Safety policy
- Harassment and Bullying policy
- Code of Ethics policy which includes conflicts of interest and bribery

All these policies are available upon request.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify risk and mitigate against such risks, our Executive team, including the Presidents of each division are responsible for due diligence.

We have systems in place across our business; our trading partners; and our supply chains to: -

- Identify inappropriate employment practices.
- Identify and assess other potential risk areas.
- Periodically review our existing supply chains
- Protect whistle-blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors operate within these values we exercise responsible sourcing, including confirmations that our suppliers are paying employees at the prevailing minimum wage applicable within their relevant country of operations.

Reko International avoids the use of materials whose mining and marketing is under the control of violent military and paramilitary groups.



TRAINING AND AWARENESS

All staff within Reko International Group Inc. are expected to comply with all laws and act in accordance with local guidelines and regulations and act with truthfulness and morality. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude, and slavery. This content is part of our onboarding process and annual Code of Ethics sign offs.

This statement is made pursuant to Bill S-211 and constitutes our slavery and human trafficking statement for the financial year ending 31st July 2023 and was approved by the *Board of Directors*

SIGNED: "Diane Reko"

POSITION: CEO

For and on behalf of Reko International Group Inc.