



2024 Report Pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. Published October 8th, 2025

INTRODUCTION

This report sets out the approach and initiatives taken by Henry Foundation Drilling Inc. (“Henry Drilling”) to identify and address the risk of forced labour and child labour in its supply chain and activities. The information contained in this document is in accordance with the reporting requirements stated under the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

As a leading company in the deep foundation industry, Henry Drilling recognizes the importance of ensuring that its supply chain and operations are exempt from modern slavery and respectful of human rights. The data contained in this document is for the fiscal starting January 1st, 2024, and ending December 31st, 2024.

ABOUT US

Company Structure

Henry Drilling is a corporation¹ headquartered at 23717, 72nd Avenue, Langley, British Columbia. It was incorporated on December 21st, 2012, in accordance with the British Columbia *Business Corporations Act*. As of December 31st, 2024, the company had a total of 68 employees spread across its head office, field, and yard operations.

The existing organizational structure includes the following departments and main roles:

Office	Field	Yard
•Project Management •Estimating •Operations •Equipment Management •Health & Safety •Payroll •Human Resources	•Drill Operators •Superintendents/Foremen •Crane Operators •Equipment Operators •Field Welders •Frontendmen/Groundmen	•Groundmen •Welders •Heavy-Duty Mechanics •Equipment Operators

¹ Number: BC0958366

Activities

Our company specializes in deep foundation services, including cast-in drilled hole piles, continuous flight auger piles, soldier piles and lagging, secant pile walls, tangent walls, rock drilling, and gas extraction wells at landfills. While most of our operations are conducted within the Greater Vancouver area, we also have regular activities carried out all around British Columbia, and in other Canadian provinces and territories.

We have our own fleet of equipment, which includes drills, cranes, trucks, and support machinery. We also offer rentals to qualified contractors, which include drill rigs, cranes, segmental casing pipes, oscillators, augers, and other drilling tools.

Supply Chain Overview

Most of our supply chain involves the use of local and national Canadian suppliers to conduct our daily operations. Our main sources of suppliers include the following:

- Material: Most of our material resources come from the supply of concrete, steel, pipes, beams, PVC/CPVC piping, aggregate, and rebar. Our concrete and aggregate are locally sourced, while our other materials are sourced through reputable companies based in Canada or the U.S., which may source from non-domestic countries.
- Equipment: Most of our operations are conducted with our own equipment. When necessary, additional equipment may be rented through national equipment rental suppliers, such as United Rentals or Sunbelt Rentals, or through reputable specialized equipment providers. Those suppliers have existing policies and a code of conduct regarding child labour and forced labour.
- Drilling Tools & Tooling: For efficiency and accuracy, our drilling operations depend on a wide range of specialized equipment tooling and accessories, such as Kelly bars, casings, or auger teeth, that are used for our equipment or in the field. Our tooling and drilling accessories come from established suppliers.
- Transportation: We use local and national Canadian trucking services for the transportation of specific equipment and tools, while the transportation of regular-size equipment, tools, or materials is handled by our own transportation fleet. We also acquire fuel from different providers that is used for our equipment and vehicle fleet.
- Services: Our operations rely on a range of professional services, including engineering, welding, testing, equipment maintenance, and related support. These services are provided by established Canadian and international companies. When required, we also use Canadian airlines and travel services to transport our employees to project locations.

In this year's report, we have refined our categories to include 'Services,' while certain items have been grouped under 'Other.' As a result, the 2024 percentages shown for the previous categories may appear lower. This is due to reclassification and does not reflect a change in our operational practices

MAIN SUPPLIES BY REPARTITION

■ Materials ■ Equipment ■ Transportation ■ Services ■ Tooling & Accessories ■ Other



Risks in our Supply Chain and Activities

We've completed an internal assessment to determine the risks of forced labour and child labour in our supply chain and activities.

Henry Drilling continues to operate exclusively within Canada, where the risk of modern slavery is very low. We have built solid partnerships with reputable local and national companies that have the proper human resources processes in place to ensure workers rights are protected across their operations. In 2024, we allocated 88.5% of our supplier spending towards companies located in Canada or the U.S., where instances of forced labour or child exploitation are minimal. For select equipment and accessories, 11.5% of our 2024 supplies came from reputable suppliers based in Germany and China.

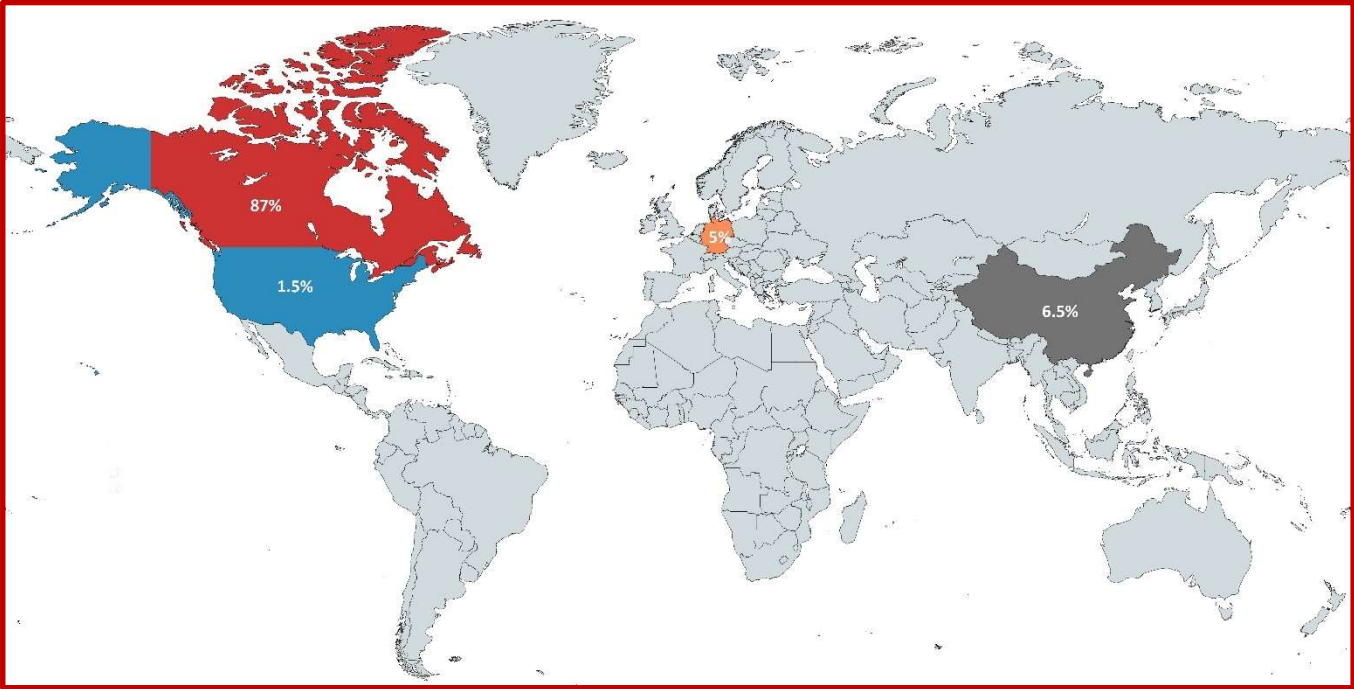
All our employees are based in Canada. We have strict recruiting and human resources processes in place aligned with British Columbia's employment standards and health & safety regulations. This allows for a significant reduction in our vulnerability to modern slavery practices.

Our procurement activities primarily involve the use of construction materials, transportation, services, heavy equipment purchase and rentals, equipment accessories, industrial supplies, and tooling. These goods or services have not been identified as high-risk regarding forced labour or child labour². Additionally, considering the technical and specialized nature of our industry, relying on reputable suppliers is crucial for our operations and reputation.

Our new internal assessment has determined that our current supply chain and activities do not carry a risk of forced labour or child labour being used. As a result, no specific remedial actions have been deemed necessary to address forced labour or child exploitation within our operations. We continue to be committed to respecting human rights and ensure that forced labour and child labour is not part of any product within our supply chain and operations. Should we identify or be made aware of any potential child labour or forced labour, a prompt investigation will be conducted, and proper corrective measures will be taken.

² Based on the List of Goods Produced by Child Labour or Forced Labor published by the U.S. Bureau of International Labor Affairs.

SUPPLIERS BY COUNTRY



POLICIES AND DUE DILIGENCES PROCESSES

Our previous policies didn't formally include forced labour and child labour matters. In 2024, as part of the steps we've taken to reduce the risk of modern slavery in our supply chain, we introduced a Code of Conduct & Ethics and incorporated additional information on child labor into our employee orientation program.

Employee Handbook

Our employee handbook outlines our company's mission, vision, and values, and provides a clear understanding of the company's culture and expectations. It addresses compliance with laws and regulations, human rights, violence prevention, and employees' rights and responsibilities. It also highlights equal opportunities and fair treatment of all employees regardless of their race, gender, religion, or any other protected characteristic. All employees must sign and adhere to the conditions of this document during all phases of employment with the company.

Respectful Workplace

Henry Drilling is committed to ensuring that all its employees and third parties are treated in a fair and respectful manner. We have zero-tolerance against bullying, harassment, or any other conduct that may affect a person's dignity and respect. A policy is established for this purpose, and all employees are required to sign and adhere to the conditions of this document.

Human Rights Policy

Our Employee Handbook has been updated to include a specific human rights section addressing the use of forced labour and child labour.

Code of Conduct & Ethics

Following our 2023 report, we had identified the lack of a formal code of conduct for our employees. Because of this, we have established a Code of Conduct & Ethics for our employees that set out the conduct and ethical principles expected from each employee, both within our company and when dealing with external partners. This code prohibits the use of modern slavery and offers guidance on topics like conflicts of interest, confidentiality, procurement, interaction with third parties, and the appropriate utilization of company assets.

REMEDIATION

Remediation Measures/Loss of Income

Based on our assessment of our activities for 2024, we have determined that our supply chain and activities do not carry a risk of forced labour or child labour being used. For this reason, no measures have been taken to remediate forced labour or child labour, including those aimed at remediating any loss of income on vulnerable families resulting from measures taken to eliminate the use of modern slavery. Should we discover or become aware of an allegation of child labour in our supply chain or activities, we will investigate and implement remedial actions without delay.

TRAINING

All our employees go through an orientation conducted by our Human Resources department, where we highlight our values, vision, and mission, as well as our expectations regarding employee's rights and responsibilities.

Following our previous report, we have implemented additional trainings for employees with purchasing/procurement authorities, which is provided during the onboarding and orientation phase. This provides additional information in regard to the following:

- Guidance on identifying potential modern slavery.
- Indicators and actions to watch out for.
- Information on the reporting of suspected cases.

ASSESSING EFFECTIVENESS

Based on our supply chain and operations assessment, no specific actions have been taken to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chain. However, in addition to our training and policies, we will set up an annual review related to forced labour and child labour.

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.



Donald Henry

President

Date: 2025-10-08

I have the authority to bind Henry Foundation Drilling Inc.