



FINANCIAL REPORTING YEAR: 2025

Executive Summary:

This report outlines Import Tool Corporation Ltd.'s ("Import Tool") efforts to prevent and reduce the risk of forced labour and child labour within its global supply chains during the 2025 financial reporting year. With over seven decades of experience supporting the Canadian oil and gas industry, Import Tool remains committed to maintaining high ethical standards and ensuring its operations and supply chains are conducted responsibly and transparently.

Throughout 2025, Import Tool continued to strengthen its policies, due diligence practices, and internal awareness initiatives to align with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") and evolving best practices.

INTRODUCTION:

Import Tool presents this report to demonstrate compliance with the Act and to reaffirm its ongoing commitment to combating forced labour and child labour. This report provides an overview of the measures taken during 2025 to identify, assess, and mitigate risks within Import Tool's supply chains, while promoting ethical and responsible procurement practices.

DESCRIPTION OF STEPS TAKEN:

During the 2025 financial reporting year, Import Tool continued to implement and enhance initiatives aimed at mitigating risks related to forced and child labour in its supply chains. Key actions included:

- Continued application of supplier due diligence processes aligned with ethical sourcing expectations;
- Ongoing engagement with suppliers to reinforce compliance with Import Tool's Code of Conduct and applicable legislation;
- Strengthening internal awareness and reporting mechanisms to support early identification and escalation of potential concerns.

No instances of forced labour or child labour were identified during the reporting period

SUPPLEMENTARY INFORMATION:

1- Structure, Activities, and Supply Chains:

Import Tool is a privately held Canadian corporation headquartered in Alberta and operating under the laws and regulations of Canada. The company provides products and services to the oil and gas industry and operates service facilities in Alberta, Saskatchewan, and Newfoundland and Labrador, with service reach extending to other provinces as required.

Import Tool employs approximately 82 employees across Canada, supporting operational, technical, and administrative functions. The company also maintains a non-operating U.S. subsidiary.

In support of its operations, Import Tool procures goods, materials, and assets from suppliers located primarily in Canada, North America, the United Kingdom, India, and China. These goods include consumables, tools, and rental assets essential to the company's service delivery. Import Tool continues to review supplier and operational information to reflect changes in its supply chain and operational footprint since the previous reporting year



2- Policies and Due Diligence Processes:

Import Tool applies supplier oversight measures that include due diligence documentation, contractual expectations, and ongoing communication with suppliers regarding ethical sourcing. These measures were reviewed and refined during 2025 to ensure continued alignment with legislative requirements.

Suppliers are expected to comply with applicable labour laws and standards, including prohibitions against forced labour and child labour, as outlined in Import Tool's Code of Conduct and contractual terms where applicable.

3- Risk Assessment and Management:

Import Tool applies a risk-based approach to assessing potential forced labour and child labour risks within its supply chain. Factors such as geographic location, nature of goods and services, and supplier relationships are considered as part of this assessment.

Higher-risk supply chain regions are subject to enhanced review, including requests for additional supplier information or supporting documentation where appropriate. Risk assessments are reviewed periodically to ensure continued alignment with legislative requirements and industry best practices.

4- Remediation Measures:

Import Tool has established procedures to address suspected or identified instances of forced labour or child labour. These procedures include internal review, supplier engagement, corrective action planning, and escalation measures where necessary.

The company reserves the right to suspend or terminate supplier relationships in cases of ongoing or unresolved non-compliance. No remediation actions were required during the 2025 reporting year.

5- Grievance and Reporting Mechanisms:

Import Tool maintains internal mechanisms to allow employees to raise concerns related to ethical conduct, including forced and child labour. These mechanisms are supported through company policies, including the Whistleblower Policy, and provide for confidential reporting and appropriate follow-up.

During 2025, Import Tool continued to reinforce awareness of internal reporting processes to ensure concerns can be raised safely and addressed in a timely manner.

6- Employee Training and Awareness:

Import Tool promotes employee awareness of ethical sourcing and labour practices through its Code of Conduct and related policies, which apply to all employees. These policies outline expectations regarding forced labour and child labour and provide guidance on identifying and reporting potential concerns.

Import Tool continues to review and enhance its internal awareness efforts to ensure employees across operational and support functions understand their responsibilities and the company's commitment to ethical and responsible business practices.

7- Effectiveness Assessment:

Import Tool assesses the effectiveness of its measures through ongoing review of supplier compliance, internal reporting activity, and policy implementation. Indicators such as supplier declarations, issue escalation, and employee awareness initiatives are used to inform continuous improvement.

The company remains committed to reviewing and enhancing its approach as legislative guidance evolves.



IMPORT TOOL CORPORATION LTD.

5533 48 Street NW, Edmonton, AB T6B 3R1 **Bus:** (780)-434-6406 **Fax:** (780)-434-6400

2025 Report on Combating Forced and Child Labour

CONCLUSION:

In conclusion, Import Tool remains steadfast in its commitment to eradicating forced labour and child labour from Canadian supply chains. We recognize the importance of continued collaboration and vigilance in ensuring the ethical procurement of goods and services. Moving forward, we are dedicated to strengthening our efforts and promoting a culture of social responsibility within our institution and among our stakeholders.

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 aspects for the purposes of the Act, for the reporting listed above.

A handwritten signature in black ink, appearing to read "J. Knee", is written over a horizontal line.

James Knee Chief Executive Officer

February 3, 2026

Date