



2024 Report on Forced Labour and Child Labour

This Report addresses the period from January 1, 2024 to December 31, 2024 and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the “Act”). This Report is made on behalf of 1916354 Alberta Ltd. dba Dumur Industries.

1. Introduction

Dumur Industries and its subsidiaries (the “Company”, “Dumur”), acknowledge our responsibility to combat forced and child labour and are committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

2. Our Business

Dumur Industries and its subsidiaries, Dellcom Aerospace and J/E Bearing & Machine Ltd., manufacture and supply parts and assemblies to customers who operate predominantly in the aerospace and defense sectors of industry. Customers may be Canadian or International corporations with operations mainly in North America and Europe.

The head office of Dumur Industries is in White City, SK while Dellcom Aerospace and J/E Bearing are located in Ontario. Dumur and J/E Bearing are focused mainly on producing land defense systems while Dellcom Aerospace provides parts and assemblies for commercial and military aerospace companies. The Company employs approximately 170 people.

3. Our Supply Chains

In the highly regulated aerospace and defense sectors, supply chains are primarily directed and approved by the customers. These directed sources are controlled by the customer and are almost always long-term relationships that account for most of the procured material at Dumur.

Dumur Industries also manages its own supply chain. These suppliers will provide raw material (steel, aluminum, etc.), tooling, shop supplies, machinery and hardware. Dumur may also engage service providers for computer services, communication, payroll, legal and other administrative functions. When Dumur Industries employees travel, they engage with airlines and national hotel

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chains in Canada, the USA and Internationally as required. Any supplier providing a product or service goes through a formal approval process at Dumur in accordance with our AS9100 certification requirements.

4. Our Policies

The Dumur Management System policies and procedures establishes the organization Dumur Industries strives to be and management’s commitment to ensuring the Company operates within the laws of Canada. In setting these goals Dumur has established a strict policy base to both protect the Company and its employees and ensure that we meet or exceed expectations for ethical business practices.

As part of the on-boarding process at Dumur Industries, new employees are required to read, understand and sign the Dumur Employee Handbook. This Employee Handbook is part of Dumur’s Management System policies and procedures and is reviewed annually to ensure compliance with Canadian and International business standards. The Employee Handbook deals with issues in the workplace such as discrimination, harassment and violence. It also determines the conditions under which employees will work and how they will treat others.

In 2024, Dumur added a formal Code of Ethics Policy to its policies and procedures. A Forced Labour and Child Labour policy was also established and rolled out by management in 2024. Mandatory training on the new Policy was provided to employees during 2024.

5. Assessing Our Risk

No formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2024, and December 31, 2024. We intend to undertake this assessment in the next 12 months.

6. Our Plans for 2025

Area	Actions
Forced labour and child labour risks	Establish risk assessments to gain understanding of potential exposure to forced labour and child labour risks in our supply chain.

7. Approval & Signature/Attestation

This report was approved by the Board of Dumur Industries on May 26, 2025, and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at www.dumurindustries.com.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Kendra Danbrook
President
May 26, 2025



I have the authority to bind 1916354 Alberta Ltd.