



Modern Slavery Act Report

(Fiscal Year 2025)

1) Steps taken to prevent and reduce the risk of forced labour or child labour:

Lecours Lumber Co. Limited has taken the following steps to prevent and reduce the risk of forced labour or child labour within our activities and supply chains:

- a) Mapping activities;
- b) Mapping supply chains;
- c) Conducted internal assessment of risk of forced labour or child labour in the company's activities and supply chains;
- d) Gathering information on worker recruitment and maintaining internal controls to ensure all workers are recruited voluntarily;
- e) Monitor suppliers;
- f) Implementing training to specific employees within the procurement and recruitment departments.

2) Lecours Lumber Co. Limited, Activities and supply chains:

a) Structure: Lecours Lumber Co. Limited is privately owned company located in Northern Ontario, Canada.

b) Activities: Lecours Lumber Co. Limited owns and operates a modern sawmill and planing facilities, which produces random length dimensional softwood lumber and related by-products. Furthermore, Lecours Lumber Co. Limited operates its own woodland operations to supply their raw materials.

c) Supply Chain: Lecours Lumber Co. Limited, via their woodland operations which includes subcontractors, supplies the majority of their raw materials from crown forests. Other parts and services of our supply chains consist primarily of local or regional entities.

3) Company policies and due diligence process in relation to forced labour and child labour:

Lecours Lumber Co. Limited as established:

- a) An internal Modern Slavery Act policy to communicate the company's commitment and personnel awareness.
- b) Training and procedures with our procurement department to reduce the risk of forced labour or child labour.
- c) Training and procedures with our human resources and recruitment department to reduce the risk of forced labour or child labour.

4) Risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk:

As indicated above, Lecours Lumber Co. Limited, as undertaken a mapping of our activities, a mapping of our supply chains, and conducted our internal assessment of risk in relation to forced labour or child labour within our company's activities and supply chains. We have determined our risks, both internal and external, to be very low based on our geographical location and industry.

We continue to monitor and assess our risks on an ongoing basis, via our internal processes.

5) Remediation of any forced labour or child labour:

Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

6) Remediation of loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains:

Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

7) Training provided to employees on forced labour and child labour:

Lecours Lumber Co. Limited will continue to train and monitor to address modern slavery, in addition to promoting awareness of our obligations under legislation. The focus of our training will be within our human resources / recruitment and procurement departments.

8) Effectiveness assessments to ensure that forced labour and child labour are not being used in our business and supply chains:

Lecours Lumber Co. Limited will ensure ongoing monitoring of the Modern Slavery Act requirements, address any issues reported within our processes, ensuring on-going training is performed specifically within our human resources / recruitment and procurement departments and continuous improvement of our processes to ensure we address any forced labour and child labour risks within our activities and supply chains.

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 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.

A handwritten signature in blue ink, appearing to read 'Roger Lecours', is written over the printed name.

Roger Lecours

President

May 30, 2025

I have the authority to bind Lecours Lumber Co. Limited