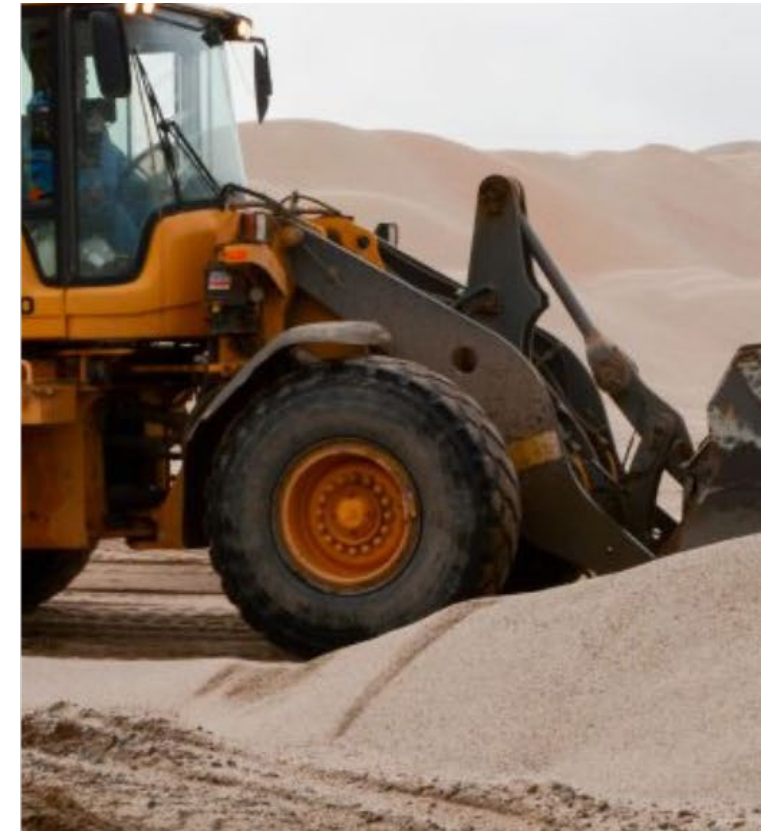




# The Shaw Group Limited

## Forced and Child Labour Report

May 1, 2023 - April 30, 2024



## **Our Structure, Activities and Supply Chains**

The Shaw Group Limited is a 163-year-old privately owned company. Conducting business under several business names – Shaw Brick, Shaw Renewables, Shaw Resources, Shaw Precast Solutions, and Shaw Transport, the Shaw Group and our employees have dedicated themselves to delivering quality and innovation through our products and services, ensuring our core values of (Safety – Integrity – Responsibility – Customer Understanding – Constant Improvement – Collaboration) remain the very foundation of our organization. Our values guide us daily in our decision making and interactions with our co-workers, suppliers, customers, industry stakeholders, and collaborative partnerships.

Most of our supply chains are local, within Atlantic Canada. We have a small percentage outside of Atlantic Canada but still within North America and very few based outside of North America. All suppliers come from trusted sources and either long standing, recommended by a trusted party, or reviewed by someone internal to Shaw. The Shaw Group has a presence in the aggregate, brick, paver, concrete and wood pellet industry. Our supplies are predominantly local services or low-tech, primary materials. With the odd complex tool or equipment that we usually buy from larger international companies. Our general supplies, which includes office supplies, furniture, equipment, computers, cells phone, consumables, etc. come from North American partners.

## Actions Taken to Identify Risks of Forced or Child Labour in our Operations and Supply Chain

The Shaw Group has started mapping activities to determine if there are areas of our business where there is a risk of forced or child labour in our business practices or supply chains.

Our Human Resources team has reviewed our hiring practices and has not identified any areas of concern with our internal employees. We always follow all labour laws specific to the Province in which we are hiring.

Our Procurement team is actively looking at our supply chain in order to determine areas where there may be a risk. We've determined that our Canadian supply chain does not pose any risk and we are looking deeper into the areas where we've identified that imported goods are sourced from.

Where we have not identified any areas where forced or child labour is used in our business operations, we have not taken any measures to remediate any forced or child labour or the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced or child labour in our activities and supply chains.

## Current Initiatives

- In F2024 we established a Forced & Child Labour group (FCL) made up of staff from human resources, procurement, legal, and finance. The group is responsible for developing our plan to identify areas of risk and initiatives on how to manage them.
- One of our six core values is Constant Improvement - The Shaw Group strives to be better every day. In the coming year, we intend to provide learning opportunities for staff in order to raise awareness of forced and child labour and what their role is in identifying areas where we may be at risk of using forced or child labour.

## Assessing the Effectiveness of our Actions

Our effectiveness will be assessed by our ability to engage with our suppliers and employees and reporting on situations brought forward to the FCL Group as possible risk situations in our business processes.