



BILL S-211 REPORT

An Act to enact the Fighting Against Forced Labor and Child Labor in Supply Chains Act and to amend the Customs Tariff

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labor and Child Labor in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by ALP Supply, Inc. to identify and address the risks forced labor and child labor in its business operations and supply chains during the fiscal year commencing September 30th, 2024.

ALP Supply is a manufacturing and distribution company operating in the precast and prestressed concrete industry. We take pride in our affiliation with leading organizations such as PCI, NPCA, NRMCA, APA, and the Capstone Institute. At present, our global network comprises one direct manufacturing location, one direct engineering, sales, and customer support location, as well as seven warehousing and distribution points across the United States of America. Additionally, we collaborate with various suppliers strategically positioned across three countries. For further details regarding our comprehensive product offering, company history, and ongoing activities, please visit our website at www.alpsupply.com.

ALP'S COMMITMENT TO HUMAN RIGHTS

At ALP Supply, we recognize that our success is deeply connected to the well-being of our employees, partners, and the wider community. We are committed to fostering a business environment that upholds human rights and ethical behavior at all levels.

All employees at ALP Supply are required to comply with our Global Labor Standards. These standards align with internationally recognized frameworks, such as The Fair Labor Standards Act (FLSA) and International Labor Organization (ILO) standards.

We are dedicated to conducting our business in a way that respects and promotes human rights. Our commitment to ethical labor practices is fundamental to our operations and culture.

POLICIES AND DUE DILIGENCE PROCESSES

ALP Supply is committed to upholding local labor and employment laws, ensuring fair working conditions, and prohibiting any form of forced or child labor within our operations and supply chain. We expect our suppliers to adhere to these same principles across their supply chains, including raw materials, components, and labor sources.

Human Resources management carries the responsibility for maintaining these standards. They implement policies, procedures, and training initiatives to ensure compliance and foster a safe workplace environment within our operations. Concurrently, the Supply Chain Manager supervises due diligence processes across our global supply chain, focusing on identifying and mitigating risks associated with human rights concerns within the supply chain.

At every level of management, we're committed to maintaining human rights and environmental standards within our company and supply chain. Collaboration between functions is essential to effectively implementing and monitoring these standards across the organization.

HUMAN RIGHTS RISKS IN THE GLOBAL SUPPLY CHAIN

At ALP Supply, we recognize the importance of identifying and mitigating human rights risks within our supply chain.

We take a proactive approach to identify forced and child labor risks, starting with a thorough risk assessment for new suppliers. We leverage risk indicators such as working conditions, hiring practices, and supplier locations to pinpoint potential risks within our supply chain. We gather supplier data through questionnaires, virtual meetings, and on-site audits, all of which are analyzed to assess the likelihood of these risks. Based on this evaluation, ALP Supply partners exclusively with suppliers who meet our standards and can adhere to our Supplier Code of Conduct.

To ensure continuous supplier adherence to our Supplier Code of Conduct, ALP Supply performs regular audits and inspections of supplier facilities, either directly or through third-party auditors. We require suppliers to complete self-assessment questionnaires and participate in periodic virtual meetings to discuss compliance. Additionally, we establish clear communication channels for workers and whistleblowers to report any violations confidentially.

Continuous engagement with our suppliers helps reinforce our standards and expectations. By maintaining a proactive approach, we ensure that our suppliers consistently meet the high standards set forth in our Supplier Code of Conduct.

REMEDIATION POLICY

The process for responding to violations involves conducting an initial assessment of the allegations to gather sufficient information to address the exploitation. ALP Supply will report the allegations to the relevant authorities and capture evidence of the violations where possible. Immediate corrective actions are taken, tailored to the circumstances of the violation, including ceasing relationships with the offender. ALP Supply will review and verify progress over a suitable time period with local authorities and organizations, document the remedial steps taken, and incorporate learnings into our procedures to prevent reoccurrence.

TRAINING AND AWARENESS

ALP Supply's management team is thoroughly versed in all legal aspects concerning human rights and has completed specialized training on forced labor and child labor from the International Training Centre. By equipping our team with the necessary knowledge and tools, we promote a culture of awareness and vigilance against human rights abuses throughout our organization and supply chain.

EFFECTIVENESS ASSESSMENT

In evaluating the effectiveness of ALP Supply's measures to combat child labor and forced labor within our supply chain, we utilize key performance indicators (KPIs) tailored to these specific objectives. These include tracking the percentage of suppliers assessed for risks and the number identified as high-risk, along with ensuring high completion rates for training among both our employees and suppliers. Additionally, we assess the level of transparency within our supply chain, gather worker feedback and satisfaction levels, monitor audit findings, and ensure legal compliance across our supply chain. By consistently monitoring these KPIs, ALP can effectively gauge our progress in combating child labor and forced labor, enabling us to take proactive steps to address any identified issues and uphold ethical labor practices throughout our operations.

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.



Christian Rescate

Chief Executive Officer