

1. POLICY

1.1. Complete Tubular Products (referred herein as Complete) recognizes forced labour and child labour as modern forms of slavery. In doing so Complete is committed to support the prevention of and elimination of child labour and forced labour practices in accordance with the principles set forth by the Canadian Fighting Against Forced Labour and Child labour Act.

2. IMPLEMENTATION

2.1. Complete Tubular Products shall take steps to prevent and reduce the risk that forced labour and child labour is used of the production of its goods and services. In order to accomplish the prevention and reduction of forced labour and child labour Complete shall;

- Define its organizational structure, activities, and supply chains,
- Display diligence to the content of this policy,
- Assess and manage the risk of forced labour or child labour in our supply chain,
- Take action to remediate any force labour or child labour,
- Mitigate loss of income to the most vulnerable effected from actions taken to eliminate forced labour or child labour,
- Provide training to workers on forced labour and child labour, and
- Assess the effectiveness of ensuring forced labour and child labour is not being utilized by our supply chain.

3. AUDIT

3.1. A report of Completes actions with regards to forced labour and child labour shall be made available to the public on the company website and submitted to Federal authorities in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act. The report will be completed annually for the previous calendar year and made available or submitted prior the May 31.

REVISION	DATE	AUTHOR	APPROVAL	NOTES
0	NOV 28 2024	DMK	--	INITIAL ISSUE