

C O R P O R A T E O F F I C E

Five Radnor Corporate Center, 100 Matsonford Road, Suite 510, Radnor, PA 19087

Compliance Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act, Bill S-211*, mandates that corporations disclose the actions undertaken during the fiscal year to mitigate the risks of forced labour and child labour within their operations and throughout their supply chains. This combined report represents Aramsco, Inc. (which operates in the United States) and its subsidiaries, including Safety Express Ltd., which operate exclusively in Canada (“Safety Express” and referred to collectively as “AramSCO”). This report details the initiatives undertaken by Aramsco during the fiscal year ending on December 31, 2023.

At Aramsco, we acknowledge our obligation to uphold and safeguard the human rights of all individuals who engage with and contribute to our business. Our clients trust us to procure products from suppliers that uphold safe, fair, and ethical working conditions. We are committed to actively mitigating the risks associated with forced and child labour across our operational network, our business partners, and our global supply chain. We require all our business partners and suppliers, as well as their contractors and agents, to adhere to these ethical standards and comply with all applicable human rights and labour laws.

AramSCO is committed to working with reputable supply chain partners who are evaluated by our product management professionals. In 2023, Aramsco increased transparency within our international supply chain, focusing particularly on manufacturing and materials procurement. We conducted 8 facility compliance audits across our supply chain, to help ensure that no forced labour or child labour is involved in the production of goods imported by Aramsco into the United States or Canada. In 2024, Aramsco established a supply chain questionnaire for suppliers to complete, requiring each supplier to (1) state their policies regarding the prevention and elimination of forced labour and child labour, (2) detail their risk assessments and mitigation strategies employed to address forced labour and child labour, and (3) specify any other efforts and measures taken to remediate any forced labour or child labour, such as employee trainings and remediation analysis. These questionnaires will be sent out to Aramsco suppliers on an annual basis.

In 2024, Aramsco will initiate a comprehensive action plan that will continue in subsequent years. Aramsco will establish formal policies or codes of conduct for suppliers, along with comprehensive compliance standards and a supporting governance framework to safeguard human rights and ensure a safe and inclusive environment throughout our supply chain.

The following is a breakdown of countries from which Safety Express purchases products:

- USA (40%)
- Canada (55.2%)
- China (1%)
- India (0.3%)
- Korea (2.3%)
- Switzerland (0.8%)
- Ireland (0.2%)

Specific parts of Aramsco’s business and supply chain have potential risks for forced labor and child labor usage. The facility compliance audits mentioned above are part of our efforts to assess and manage these risks effectively.

Aramsco is unaware of any incidents where the elimination of forced or child labor in our operations has resulted in the loss of income for vulnerable families. We will remain vigilant and responsive to such consequences should they arise.

To date, training specifically targeting forced labor and child labor has not been implemented. However, developing and launching such training programs will be a priority as we develop our action plan to ensure all employees are informed and vigilant.

Currently, a formal governance structure to assess the effectiveness of our actions in preventing forced and child labor is not in place. Establishing this is a key objective for 2024, enhancing our capacity to monitor, evaluate, and improve our practices continuously.

Approval and Attestation:

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, Bill S-211, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities subject to the Act. 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.



Rich Salerno, *Chief Executive Officer and Director*

Aramsco, Inc.
Safety Express, Ltd.
Safety Environmental Control, Inc.
Aramsco Rentals, LLC
EZ Concrete Acquisition LLC