

# Annual Report on Forced Labour and Child Labour Compliance: Gorman Group

## 1. General Information

- Reporting Entity: Gorman Bros. Lumber Ltd., Canoe Forest Products Ltd., Downie Timber Ltd.
- Financial Reporting Year: 2023
- Business Number(s): 10215 5785
- Entity Categorization: Large
- Sector/Industry: Forestry/Wood Products Manufacturing
- Location: Canada

## 2. Structure, Activities, and Supply Chains

Gorman Bros. Lumber Ltd., Canoe Forest Products Ltd., Downie Timber Ltd., the “Gorman Group”, is a privately-owned assembly of forestry products companies. Our activities include the production, manufacturing, and exportation of forestry products, operating across Western Canada and Oregon, Washington State. Our supply chain extends from the sourcing of raw materials to the delivery of the final product to global distribution centres, ensuring ethical management throughout the process.

## 3. Policies and Due Diligence Processes

The Gorman Group has embedded responsible business conduct into its policies and management systems. The due diligence processes incorporate principles of the OECD Due Diligence Guidance for Responsible Business Conduct to assess risks throughout the supply chain, engaging with suppliers to ensure compliance, and implementing corrective measures as needed to maintain ethical standards.

## 4. Forced Labour and Child Labour Risks

We have sought the identification of potential risks of forced labour and child labour within our activities and supply chains, particularly in certain high-risk sectors or regions. Our risk assessment process includes conducting internal assessments, engaging with stakeholders, and reviewing relevant documentation to evaluate potential risks comprehensively. There has been no identified and no/low risk of forced labour or child labour being used in Gorman Group activities and supply chains.

## 5. Remediation Measures

As there has been no identified and no/low risk of forced labour or child labour being used in Gorman Group activities and supply chains, there have been no measures taken to remediate forced labour or child labour in their activities and supply chains. If risks are identified, the Gorman Group would conduct further investigations, enhance targeted monitoring processes, and implement corrective actions where necessary.

## 6. Remediation of Loss of Income

Efforts to prevent and reduce the risk of forced labour and child labour can inadvertently contribute to a loss of income for vulnerable families. As there has been no identified and no/low risk of forced labour or child labour being used in Gorman Group activities and supply chains, there have been no measures taken to remediate forced labour or child labour in their activities and supply chains.

## 7. Training

The Gorman Group provides awareness training through an information campaign on forced labour and child labour to all employees, covering relevant laws, company policies, reporting procedures, and identification of potential risks. Additionally, the Gorman Group offers related awareness information to partners or suppliers, focusing on ethical compliance and best practices in supply chain management.

## 8. Assessing Effectiveness

The Gorman Group regularly evaluates its effectiveness in preventing and reducing risks of forced labour and child labour. Our assessment process includes internal assessments, stakeholder feedback mechanisms, and periodic reviews of our policies and procedures to ensure alignment with legal requirements and industry best practices.

## Conclusion

The Gorman Group is committed to upholding the highest standards of ethical conduct and ensuring that forced labour and child labour are not present in our activities or supply chains. Our commitment is reflected in our policies, due diligence processes, and ongoing efforts to identify and address any potential risks associated with forced labour and child labour.

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.

- Name: Nick Arkle
- Title: Chief Executive Officer
- Date: April 26/24
- Signature: \_\_\_\_\_

I have the authority to bind Gorman Bros. Lumber Ltd., Canoe Forest Products Ltd., Downie Timber Ltd., the "Gorman Group".