



AV GAUGE & FIXTURE

## 2024 Report on Forced Labor and Child Labour

This Report addresses the period from January 1, 2024, to December 31, 2024, and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the “Act”). This Report is made on behalf of A V Gauge & Fixture Inc (“A V Gauge”).

### 1. Introduction

A V Gauge & Fixture Inc. acknowledges our responsibility to combat forced and child labour and is committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

### 2. Our Business

Established in 1985, A V Gauge continues to lead the world in new solutions for conformance, validation, and quality control verification. A V Gauge has grown to multiple facilities across Canada, the United States, and Mexico, employing over 300 people to meet our customer’s exacting demands in their pursuits for even higher quality. We serve that pursuit with the supply of innovative design, careful construction and certification of check fixtures, gauges, and automation systems. Vertically integrated to ensure quality and timing, we empower our people to explore the latest technologies and improve our processes to satisfy our customers’ needs.

### 3. Our Supply Chains

The supply chains of A V Gauge consist of suppliers of metal and composite materials, manufactured industrial components, service providers for computer programming, machine calibration, equipment safety, scrap metal and cutting fluid recycling, industrial plant supplies, transportation, ISO audit verification, accounting, legal, internet, telephony, and payroll, as well as office supplies. The firm also uses air travel and hotel accommodations throughout North America.

### 4. Our Policies

A V Gauge & Fixture expects each of its employees to comply with all applicable laws. We are also committed to promoting honesty and integrity and maintaining the highest standards of ethical conduct in all its activities. A V Gauge’s reputation is founded on the personal integrity of its employees. Our success is dependent on establishing and maintaining trusting relationships, which are built on this foundation of integrity. As a result, it is the responsibility of each of its employees to

live up to the standards of ethical conduct adopted by A V Gauge & Fixture and set out in the Code of Conduct Policy ("the Code").

As a representative of A V Gauge, each employee occupies a position of trust in his or her interactions with other employees, government authorities and A V Gauge's business partners, investors, advisors, suppliers, related companies and other stakeholders. The Code is intended to help guide employees in these interactions and to ensure that their behavior is consistent with the standards of ethical conduct adopted by A V Gauge.

A V Gauge is committed to operating within the framework of all applicable laws, rules, regulations, and orders. To ensure A V Gauge's compliance with applicable laws, all employees take reasonable steps to familiarize themselves with the legal framework affecting their corporate duties and ensure that their conduct is compliant.

Employees must promptly report all violations of applicable laws of the Code. An employee who breaches any applicable laws or the Code, or observes such a breach, must immediately report it to his or her immediate supervisor and a partner. A V Gauge will protect from retribution or retaliation any employee who, in good faith, reports actual or perceived breaches of any applicable laws or the Code by other employees or problems with A V Gauge's policies, procedures or practices.

## **5. Assessing Our Risk**

A formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2024, and December 31, 2024. We conducted an internal assessment of risks and mapping of forced labor and/or child labor in our organization's activities and supply chains and found no evidence of forced labor and/or child labor in our supply chains. Additionally, we embedded responsible business conduct into policies and management systems.

We developed and implemented:

- a. Due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains.
- b. Anti-forced labour and/or child labour contractual clauses.
- c. Anti-forced labour and/or child labour standards, codes of conduct and/or compliance checklists.
- d. Training and awareness materials on forced labour and/or child labour for our employees.

We embedded responsible business conduct into our policies and management systems. We conducted regular review of our organization's policies and procedures related to forced labour and child labour.

## **6. Our Commitments**

All employees are required to read and sign that they understand the Code of Conduct when they join the company.

**7. Our Plans for 2025**

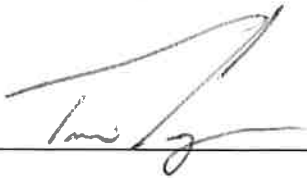
- Implementing grievance mechanisms policies/process
- Complete mapping activities.
- Update annual Supplier re-evaluation process to incorporate Bill S-211 compliance.
- Auditing suppliers.
- Gathering information on worker recruitment and maintaining internal controls that all workers are recruited voluntarily.

**8. Approval & Signature/Attestation**

This report was approved by A V Gauge's Senior Management team on May 21, 2025, and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at [www.avgauge.com](http://www.avgauge.com).

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In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all respect to the purposes of the Act, for the reporting year listed above.



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Tim Campeau  
President, A V Gauge & Fixture Inc.

May 21, 2025