



EDMONTON  
EXCHANGER

# REPORT ON MODERN SLAVERY

April 1, 2024 – March 31, 2025





# INTRODUCTION

This report covers activities of Edmonton Exchanger & Refinery Services Ltd. and Edmonton Exchanger & Manufacturing Ltd. ("Edmonton Exchanger") for the last fiscal year from April 1, 2024 to March 31, 2025.





# COMPANY INFORMATION

Edmonton Exchanger was founded in 1975, and is headquartered in Edmonton, Alberta.

Edmonton Exchanger is a multidivisional company featuring a wide range of products and services for applications in industries that include oil and gas, petrochemical and power generation.

Edmonton Exchanger's divisions are comprised of Manufacturing (Pressure Vessel Components), Field Services, Heat Exchanger Services, Custom Fabrication, Pipe Fabrication and Large-scale Machining. Our divisions fully support one another and work together to provide a full range of products and services to our customers.

All of our shop work is performed at our facilities in Edmonton, and our on-site field work is performed at client sites across Alberta and Saskatchewan.



# COMPANY VALUES

**Our core values underpin our  
commitment to corporate responsibility  
and ethical business practices**

**Excellence:** Consistently offer skillfulness, reliability, quality workmanship and on-time deliveries to our customers.

**Integrity:** Maintain a good reputation in our relations with others by being honest and authentic.

**Communication:** Be accessible, accountable, approachable and humble in our interaction with others.

**Teamwork:** Work together safely to achieve a common goal.

**Efficiency:** Be focused, organized and productive in everything we do.

**Family:** Respect the strength of legacy, tradition, loyalty, community, individual faith and life balance to support future generations.

**Sustainability:** Be persistent, creative and adaptable to achieve financial security as a company in the future.





# OUR SUPPLY CHAIN



Edmonton Exchanger's supply chain is the network between the company and its trusted vendors – including third party contractors, service providers, and vendors providing various supplies and material used to deliver products and services to our customers.

99.9% of our annual spend is with vendors located in Canada and the United States. On very rare occasion we make purchases from other countries, primarily related to software, material or equipment that can't be found within North America.

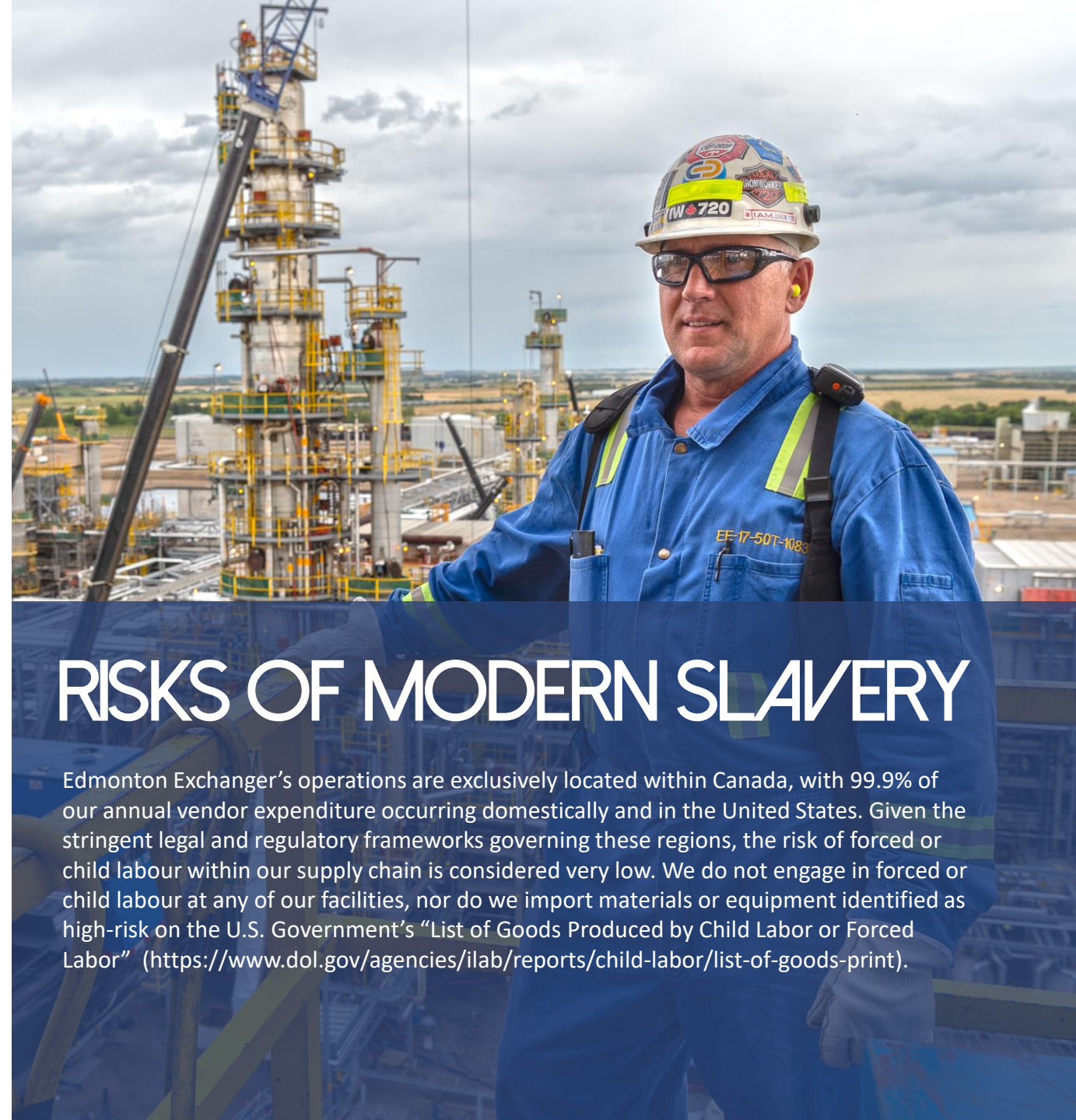


# POLICIES AND DUE DILIGENCE



During the previous fiscal year, Edmonton Exchanger added a Child Labour and Modern Slavery Compliance section to our Purchasing Policy.

We also adhere to a long-established informal guideline prioritizing procurement from trusted local, Canadian, and subsequently U.S. vendors, substantially mitigating the risk of engaging in practices associated with forced and child labour.



## RISKS OF MODERN SLAVERY

Edmonton Exchanger's operations are exclusively located within Canada, with 99.9% of our annual vendor expenditure occurring domestically and in the United States. Given the stringent legal and regulatory frameworks governing these regions, the risk of forced or child labour within our supply chain is considered very low. We do not engage in forced or child labour at any of our facilities, nor do we import materials or equipment identified as high-risk on the U.S. Government's "List of Goods Produced by Child Labor or Forced Labor" (<https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods-print>).



# MEASURES TAKEN



## Measures Taken to Remediate Modern Slavery

No instances of modern slavery were detected within our operations during the reviewed period, and consequently, no specific remediation actions were required.



## Measures to Remediate the Loss of Income to Vulnerable Families

Given that Edmonton Exchanger does not anticipate taking any remedial action, no loss of income to vulnerable families as a result of such actions is anticipated.





# TRAINING PROVIDED TO EMPLOYEES ON MODERN SLAVERY

Edmonton Exchanger did not provide any formal training relating to forced labour and child labour during the last fiscal year.

Given that our supply chain is almost exclusively within Canada and US where the risk of modern slavery is extremely low, we have no immediate plans for implementing a formal training program.

# MEASURING EFFECTIVENESS

Edmonton Exchanger plans to evolve measures to evaluate policies going forward as necessary.





This Report has been prepared in accordance with requirements set out in Part 2 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9. This report includes the entities as set out in the Introduction section of this document.

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 reporting entities. 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 fiscal year ending March 31, 2025.

I have the authority to bind Edmonton Exchanger & Refinery Services Ltd and Edmonton Exchanger & Manufacturing Ltd.

May 28, 2025

A handwritten signature in black ink, appearing to read 'Tim Gusse', written over a horizontal line.

Tim Gusse,  
President