



2025 REPORT

**FIGHTING AGAINST FORCED LABOUR
AND CHILD LABOUR IN SUPPLY CHAINS**



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Overview and Summary of Steps Taken in 2025

This report (the “**Report**”) was developed in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c 9 (the “**Act**”) to disclose CEDA’s efforts related to preventing forced labour, child labour and modern slavery (“**Forced Labour**”) in its supply chain, workforce and operations during the business year that ended on December 31, 2025 (the “**Reporting Period**”).

This Report has been completed by CEDA Parent Holdings Ltd. to jointly address the reporting requirements of itself and five of its operating legal entities: CEDA Services and Projects LP, CEDA Industrial Services LP, CEDA Specialty Services LP, CEDA Field Services LP and CEDA West Services Limited. CEDA Parent Holdings Ltd. and its wholly owned subsidiaries listed above are collectively referred to as “**CEDA**”, “**we**” or “**our**”.

Structure, Activities and Supply Chains

CEDA is a portfolio company of the Hillcore Group, a leading independent Canadian investment firm. Headquartered in Calgary, Alberta, CEDA employs up to 2,200 people during peak operating periods. CEDA’s business operations are North American based, with staged operations throughout Canada and one location in Pasadena, Texas. A list of our locations can be found at <http://www.ceda.com/locations>.

Our operations focuses on stand-alone or integrated industrial maintenance, turnaround and environmental services. Through our client partnerships over the past five decades, we have developed a broad range of technical expertise serving a wide variety of industries – chemical, mining, municipal, oil and gas, pipeline, power, pulp and paper and steel.

In support of our operations and customers, CEDA purchases a variety of goods and services including but not limited to: materials, rentals, equipment, hospitality, transportation and labour.

As part of CEDA’s core philosophy on community investment, we are committed to supporting wherever possible, local businesses, community organizations and Indigenous groups, as well as training, employing and procuring locally from communities where we operate, as guided by our Procurement Policy. The majority of CEDA’s suppliers are Canadian, but we do import goods from the United States and abroad as necessary to meet operational specifications.

Policies and Due Diligence

It is important to CEDA to be a good corporate citizen wherever we conduct business. Our commitment to our owners, employees, customers, suppliers and communities is to ensure our business activities meet or exceed industry standards and are compliant with all local laws and legislative requirements.



This commitment to corporate social responsibility is supported by CEDA' Corporate Core Values, the CEDA Code of Conduct and Ethics Policy and our Diversity Equity and Inclusion Policy.

CEDA's Whistleblower Policy facilitates *anonymous* disclosure of any alleged Forced Labour. The policy mandates that CEDA employees, contractors and suppliers are expected to report any potential violations of applicable law or other misconduct. CEDA is committed to investigating any such allegations and violations can lead to disciplinary action, up to and including termination.

CEDA continually monitors and self-assesses our policies and governance performance in relation to our industries and legislative requirements. This review includes determining whether it is appropriate to make changes to address the potential for Forced Labour in our supply chain and operations. In 2025, the results of this review determined that no specific changes were required.

Areas of Risk

As we engage with customers, joint venture partners and suppliers spanning various locations, we recognize that the risk of Forced Labour may differ across our business operations and may not be negligible. We also know that some of our services, particularly those in the construction, fabrication and industrial services sectors have the potential to carry a risk of Forced Labour, depending on the origin location of some of the goods integrated into the services. We have therefore identified the following risk areas to help us assess and address Forced Labour:

Suppliers of Products and Services

We know that supply chains are complex. Suppliers might use secondary or tertiary suppliers or sub-contractors as part of their supply chain who engage in Forced Labour manufacturing processes. As a result, the risk of not seeing Forced Labour in our primary supply chain is increased. All of our commercial commitments to suppliers include mutual expectations to follow applicable laws and legislation and to adhere to our Code.

Customers

While minimal, a small segment of some of our customers might be a Forced Labour risk. Our Business Development team collaborates with our Contracts team and Leadership group to ensure new and existing customers are screened. Potential issues raised in this process are then reviewed and additional due diligence may be done to further understand the issues. We only engage in business with entities that meet our responsible business assessment standards.

Recruitment and Employment

Both direct hire and contracted personnel through agencies, including temporary staff and contractors, may face the risk of human trafficking, bonded labour, low-wage and other forms of Forced Labour and precarious work. As part of CEDA's hiring practices, criminal records verifications are completed. Canada



is a signatory member to the International Labour Organization's declaration on fundamental principles and core working rights, inclusive of the principle that there should be an elimination of all forms of forced or compulsory labour. As such, we follow applicable employment standards legislation and utilize equitable recruitment and screening practices, employment policies and procedures to ensure everyone is treated ethically and to mitigate the potential risks of underage employment, Forced Labour or precarious work.

Remediation Measures

Our customers might be a Forced Labour risk. Our Business Development team collaborates with our Contracts team and Leadership group to ensure new and existing customers are screened. Potential issues raised in this process are then reviewed and additional due diligence may be done to further understand the issues. We only engage in business with entities that meet our Responsible Business Assessment Standards.

Measures Taken to Remediate Any Forced Labour or Child Labour

CEDA has not identified any instances of Forced Labour in the Reporting Period and therefore no remediation measures with respect to Forced Labour were taken.

Measures Taken to Remediate the Loss of Income

CEDA acknowledges the requirement to report on what remediation measures the company has taken, if any, to counteract the potential loss of income for vulnerable families. We are not aware of any lost income suffered by vulnerable individuals from our initial efforts focused on eliminating risk or instances of Forced Labour from our business. CEDA acknowledges the need to consider this potential impact going forward when making efforts to eliminate Forced Labour within our business operations and supply chain activities.

Training

All CEDA employees receive training on our policies during the onboarding process and are required to complete annual attestations on CEDA policies.

CEDA has a committee of inner stakeholders that work together to ensure that we meet regulatory requirements of the Act and its efforts aligns with customer expectations and industry best practices. In 2025, no formal training was mandated to employees on Forced Labour. The organization is exploring training options specific to Forced Labour and the regulatory requirements of the Act.



Measuring Effectiveness

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Attestation

This report was approved by the Board of Directors of CEDA GP Corp. for the financial year ended December 31, 2025 in accordance with the Act.

“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.”

A handwritten signature in black ink, appearing to read "David Niscak", is written above a horizontal line.

David Niscak
Vice President, Finance & Technology
Partnerships
Date: May 28, 2026

I have the authority to bind CEDA GP Corp. and am attesting this Report on its behalf and not in my personal capacity.