



# RESOURCE SERVICES INC.

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## **Pillar Resource Services Inc. Forced Labour and Child Labour Report Financial year ending July 31, 2025**

### **Introduction**

This Forced Labour and Child Labour Report is made by Pillar Resource Services Inc. ("Pillar") pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the "Act") for the financial year ending July 31, 2025. Pillar supports the objectives of the Act and opposes the use of all forms of forced labour and child labour in its operations and in its supply chains.

### **Structure**

Pillar is a corporation incorporated pursuant to the *Business Corporations Act* (Alberta).

Pillar's head office is in Calgary, Alberta. It operates a fabrication facility in Edmonton, Alberta.

Pillar does not control any other entities for the purposes of this report.

### **Business Operations and Assets**

Pillar provides goods and services primarily to exploration and production companies in Western Canada. These services include:

- Project management
- Material and supply procurement
- Fabrication and module assembly
- Equipment rental
- Facility construction and modification

Pillar's primary assets are shop facilities and equipment (including cranes and trucks) required for fabrication and construction of infrastructure for the oil and gas exploration and production business.

### **Supply Chain**

Over the last two financial years, Pillar's total procurement spend was \$52,174,279. Pillar's three main categories of goods and services procured are:

- Steel, pipes, fittings, valves
- Electrical materials and services
- Insulation materials and services

Pillar uses approximately 2,000 suppliers.

All of Pillar's direct vendors and suppliers are located in Canada or the United States. Pillar recognizes that employment standards legislation and other statutory regimes in Canada and the United States do not permit or tolerate forced labour or child labour. Pillar does recognize that indirect upstream supply chains may extend beyond Canada and the United States.

### **Policies and Due Diligence Processes in Relation to Child Labour and Forced Labour**

Pillar has adopted the following policies and documents relevant to child labour and forced labour:

1. Supplier Code of Conduct (enacted in 2024) – The Supplier Code of Conduct requires Pillar's suppliers and vendors to have zero tolerance for forced labour and child labour in their operations and in their supply chains, and to notify Pillar if they become aware of potential instances of such practices. Pillar monitors compliance through its approved-vendor process and procurement controls.
2. Ethical Procurement Policy (enacted in 2024) – This internal document informs those individuals within Pillar who may be acquiring goods and services and sets expectations that procurement decisions must reflect Pillar's commitment to avoiding forced labour and child labour.
3. Human Rights / Harassment and Violence Prevention Policy (enacted in 2016) – This document requires respect for human rights in Pillar workplaces and provides for zero tolerance for all forms of harassment, violence or abuse.
4. Health and Safety Policy (enacted in 2003) – This document contains policies with respect to ensuring that Pillar employees are provided with a safe workplace.

## **Risk Assessment and Management**

Pillar has a Supplier Code of Conduct and an Ethical Procurement Policy that address child labour and forced labour. Pillar requires its suppliers and vendors in Canada and the United States to adhere to the Supplier Code of Conduct.

Pillar assesses potential forced labour and child labour risks having regard to:

- Supplier location (with current direct suppliers located in Canada and the United States)
- The categories of goods and services supplied
- Whether proposed suppliers fall outside Pillar's approved vendor list
- Whether proposed suppliers are located outside Canada or the United States

Pillar is fully compliant with all relevant employment standards, human rights and health and safety legislation in the provinces in which it operates.

Based on the nature and location of its direct suppliers and the controls described above, Pillar has assessed the risk of its direct suppliers in Canada and the United States having child labour or forced labour in their operations as low. Pillar nevertheless recognizes that forced labour and child labour risks may arise indirectly in upstream supply chains and will continue to monitor those risks and consider possible circumstances where additional measures are appropriate.

## **Modern Slavery Remediation Measures**

Pillar does not obtain goods or services from suppliers or vendors outside of Canada or the United States. Pillar is not aware of any risk that its suppliers and vendors in Canada or the United States would permit or tolerate child labour or forced labour in their operations.

Pillar has a Supplier Code of Conduct which requires its vendors and suppliers to advise Pillar, and the required governmental authority, if they become aware of instances of child labour or forced labour in the supplier or vendor supply chain. Pillar's Supplier Code of Conduct requires that its suppliers and vendors not tolerate child labour or forced labour in their supply chains.

During the reporting year, Pillar did not identify any instances of forced labour or child labour in its activities or supply chains. Accordingly, Pillar has not to date undertaken any remediation measures with respect to forced labour or child labour to.

### **Loss of Income – Remediation Measures**

Pillar is not currently aware of any forced labour or child labour practices occurring within its supply chain. Accordingly, Pillar has not undertaken any measures to remediate any loss of income relating to any forced labour or child labour.

Pillar is not aware of having caused or contributed to a loss of income of vulnerable families resulting from steps taken to prevent or reduce the risk of forced labour or child labour.

### **Training in Relation to Prevention of Child Labour and Forced Labour**

All procurement must be from approved vendors and suppliers, all of whom are located in Canada or the United States. All procurement must adhere to Pillar's Ethical Procurement Policy.

Pillar conducts regular mandatory training sessions to educate staff on the principles and requirements of the Act. All Pillar staff making contracting or purchasing decisions are encouraged to contact management or internal legal counsel should there be reasonable grounds for concluding that there is forced labour or child labour being used in its supply chain, or if there are questions related to the issues of child labour or forced labour.

Should a situation arise where goods or services may be required from an organization outside of Canada or the United States, Pillar staff are required to consult management and legal counsel in advance. The necessary investigation and due diligence will then be conducted on the proposed vendor or supplier with respect to risks of child labour or forced labour.

### **Assessing Effectiveness**

None of Pillar's suppliers are located outside of Canada or the United States. Pillar's understanding is that there is no material risk of governments in Canada or the United States permitting or tolerating forced labour or child labour.

To assess the effectiveness of its measures to prevent and reduce the risk of forced labour and child labour in its supply chains, Pillar:

- Reviews and maintains an approved vendor list limited to Canadian and U.S. suppliers
- Requires adherence to its Supplier Code of Conduct and Ethical Procurement Policy
- Monitors procurement exceptions, complaints and any reported concerns

For the year following May 2025, Pillar has not identified any risks of forced labour or child labour in its direct supply chains. Pillar will continue to evaluate whether additional measures, including enhanced supplier due diligence or supplier questionnaires, are appropriate as its procurement activities evolve.

### Approval and Attestation

This Report has been approved by the Board of Directors of Pillar in accordance with section 11(4) of 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 this Report for Pillar Resource Services Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Per:



Rob Milner

President and Director

Date: May 22, 2026.

Per:



Dean Samaska

Director

Date: MAY 20, 2026