



RESOURCE SERVICES INC.

*Fighting Against Forced Labour and
Child Labour in Supply Chains Act (Canada),*
Report of Pillar Resource Services Inc.
Financial year ending July 31, 2024

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), also known as the *Modern Slavery Act*, for the financial year ending July 31, 2024. Pillar fully supports the objectives of the Modern Slavery Act and opposes the use of all forms of forced labour and child labour in our operations and in our supply chain.

Structure

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

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 & Module Assembly
- Equipment Rental
- Facility construction & modification

Pillar's primary assets are shop facilities and moveable equipment required for fabrication and construction of infrastructure for Pillar's customers.

Pillar's head office is located in Calgary, Alberta. It operates a fabrication facility in Edmonton, Alberta. Pillar also operates at client sites in Western Canada.

Supply Chain

--total procurement spend last 2 financial years --\$41,410,396

--3 main categories of good/services procured - **i) steel, pipes, fittings, valves; ii) electrical materials and services; iii) insulation materials and services**

--total number of suppliers - **2000**

None of Pillar's vendors or suppliers are located outside of Canada or the United States. Pillar's understanding is that employment standards legislation and other statutory regimes in Canada and the United States do not permit or tolerate forced labour or child labour.

Policies and Due Diligence Processes in relation to child labour and forced labour

a. Pillar's Policy Documents

Supplier Code of Conduct (enacted in 2024) - the Supplier Code of Conduct requires Pillar's suppliers and vendors to have a zero tolerance for forced labour and child labour in their operations and in their supply chains. Pillar does not audit suppliers for compliance with the Code of Conduct.

Ethical Procurement Policy (enacted in 2024) - this is an internal document which informs those individuals within Pillar who acquire goods and services for Pillar..

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.

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

Pillar has assessed a very low risk to its suppliers in Canada and the United States having child labour or forced labour in their operations.

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.

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 to date.

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 conducted a training session in order to educate staff on *Modern Slavery Act* principles. Pillar will conduct such sessions annually. Attendance is mandatory for Pillar staff making procurement decisions. All Pillar staff making contracting or purchasing decisions are directed 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.

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. For the year following May 2024, Pillar has not identified any risks of forced labour or child labour in its supply chains.

Pillar's Ethical Procurement Policy requires that management and legal counsel be advised if there is a need to source a supplier not currently on the approved vendors list. This list does not have any suppliers outside of Canada or the United States.

Approval and Attestation

This Report has been approved by the Board of Directors of Pillar in accordance with Section 11 (4)(b)(ii) 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 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.

Per:



Rob Milner

Title: President and Director

Date:

MAY 6, 2025

Per:



Dean Samaska

Title: Director

Date:

MAY 6, 2025