

Blue Giant Equipment Corporation
Report: Forced Labour in Canadian Supply Chains
2024 Reporting Year

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1. Introduction the Blue Giant

Blue Giant is a manufacturer of loading docks, lift tables, seal and shelters for the material handling and transportation industry. In Canada, We manufacture loading docks and other accessories to improve the safety of warehousing and material handling.

2. Structure, Activities and Supply Chains

Blue Giant works in a global network of suppliers and vendors. It is of utmost importance that suppliers and vendors comply with all Canadian and international regulations on modern slavery, forced labour and child labour. Blue Giant manufactures loading docks, dock lifts, restraints and control panels for customers around the world. Our supplier network consists of multiple vendors from Canada, USA, Korea, Mexico, China and the Netherlands, among others.

3. Hiring Policy

Policy Statement

Blue Giant will endeavour to eliminate modern slavery, child labour or forced labour and has a zero tolerance policy enforced among our suppliers, vendors and contractors. Blue Giant will take every precaution to ensure that candidates for positions are of "working age" and are willing and eager to work. Blue Giant values human rights and is committed to ensuring that all business is conducted according to ethical, professional and legal standards in a fair, honest and open manner.

Scope

This policy applies to all internal and external candidates applying for employment at Blue Giant equipment corporation or any of its subsidiaries in Canada and the United States. This policy also applies to our suppliers, vendors and contractors; Blue Giant will pursue any concerns regarding modern slavery, child labour or forced labour and report suspicions to relevant authorities. We are committed to acting with the utmost ethics and integrity in all business interactions and we strive to ensure these global issues do not take place within our workplace.

Definitions

Modern slavery: any instance where an individual is tricked, coerced forcefully or exploited for personal or commercial gain, in such a way that they lose their freedom.

Forced labour: work completed under duress; an individual who is involuntarily working with a threat of penalty if they choose to leave.

Child labour: refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It's work that's harmful to them mentally, physically and socially. The definition of "Child" shall be determined by the local authorities of the country, region, province or state.

Compliance

Blue Giant will take the following steps to ensure compliance with this policy:

- Follow the stricter law if more than one laws apply (e.g. state and federal, local and international)
- Confirm, in writing, with suppliers and vendors that they are not using any forms of modern slavery, forced labour or child labour
- Investigate any and all claims or reports of modern slavery, forced labour or child labour with the relevant authorities
- Any other steps necessary in the circumstances to prevent modern slavery, forced labour or child labour from occurring in the first place

Blue Giant employees, suppliers, vendors, contractors, subcontractors, representatives, and agents must not engage in any practice that constitutes any form of modern slavery, forced labour or child labour. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons
- Using forced labor in the performance of any work
- Using child labour in the performance of any work
- Destroying, concealing, confiscating, or otherwise denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority
- Using recruiters that do not comply with local laws or charging applicants / candidates recruitment fees
- Failing to provide an employment offer, recruitment agreement, or other required work document in writing

Some measures to ensure this Policy is implemented may include:

- Conduct of appropriate due diligence on business partners, agents, contractors, consultants, subcontractors and suppliers to ensure this Policy is not violated
- Training of all relevant individuals throughout Blue Giant so that compliance with this Policy can be enforced and the principles set forth can be recognized. Such training may include:
 - history of the problem
 - risk to our organization
 - how to identify signs of modern slavery
 - how to respond to modern slavery
- Providing transparency in our business operations and in our approach to implementation of this policy
- Reviewing insight and guidance from various labor and human rights groups
- Sanctioning clients and or vendors who fail to meet our performance requirements

4. Supply Chain Declaration

The following letter is communicated to all vendors and suppliers that deal with Blue Giant directly. The intent is to confirm that all our vendors and suppliers are aware of the requirements of Bill S-211 and are compliant with preventing modern slavery, child labour or forced labour.



BLUE GIANT EQUIPMENT CORPORATION

Dear Valued Vendor,

As a committed partner in the global supply chain, Blue Giant Equipment Corporation is dedicated to upholding the highest standards of ethical conduct and compliance with all applicable laws and regulations, including Canada's Bill S-211, the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

We are reaching out to inform you of the requirements of Bill S-211 and to ensure that our business practices align with the principles of this important legislation. Bill S-211 aims to prevent and reduce the risk of forced and child labour in the production of goods both within Canada and in the goods imported into Canada.

To comply with this bill, we are required to report on the measures we have taken to prevent forced and child labour in our supply chains, our company structure and activities, our policies and due diligence processes, and the training provided to our employees on these critical issues.

As our valued vendor, we expect you to adhere to the same standards and to conduct your business in a manner that respects human rights and the dignity of all individuals. We require all our vendors to comply with all requirements of Bill S-211.

We appreciate your cooperation and commitment to ethical business practices. Together, we can make a positive impact and ensure that our supply chains are free from exploitation.

Please review, acknowledge, and agree to the terms outlined in this statement. Your prompt attention to this matter is crucial for our continued partnership.

Thank you for your understanding and cooperation.

Sincerely,

Joe Arruda, SCMP
VP Supply Chain and Warehouse Systems

I, _____ of _____
Company Representative Company Name

acknowledge and agree to the terms outlined in this statement.

Dated _____

5. Supplementary Information

Blue Giant complies with all local, provincial and federal legislation regarding child labour, forced labour and modern slavery. Blue Giant does not engage in any of the aforementioned illegal activities and has taken the following steps to reduce the risk that forced labour or child labour is used at any point of the production of goods in Canada or elsewhere by Blue Giant:

- A supplier/vendor audit for those which may have a higher risk than others of engaging in forced/child labour
- A written declaration outlining Blue Giants' stance on the matter of forced/child labour

- An expectation that the declaration will be signed and returned by all suppliers/vendors and kept as attestation from each of those suppliers/vendors

Blue Giant acknowledges that there is a risk of forced/child labour in its global markets where parts for our products may be manufactured. Blue Giant also recognizes that within Canada there may be situations where forced/child labour is a risk. This is unacceptable and would immediately annul any contract previously enacted with that vendor/supplier. This report is located at <https://www.bluegiant.com/About-Us/Accessibility.aspx> on the public website.

Blue Giant will continue to assess its effectiveness while participating in eradicating modern slavery, forced labour and child labour by:

- Asking all new vendors/suppliers to sign and return the "declaration"
- Continuously auditing suppliers
- Addressing any concerns brought up regarding modern slavery, forced labour or child labour within our supply chain

6. Attestation from Senior Management

"In accordance with the requirements of the Act (Fighting Against Forced Labour and Child Labour in Supply Chains 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."

Full name: Brad W. Koster

Title: CFO

Date: March 17, 2025

Signature: 

"I have the authority to bind Blue Giant Equipment Corporation"