

## APEX ALUMINUM EXTRUSIONS LTD.

### REPORT ON ADDRESSING FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

#### 2023 Annual Report

#### 1. Structure, Activities and Supply Chains

Apex Aluminum Extrusions was founded in 2009, responding to the regional aluminum market need for quality service. It all started when Apex's sister company, Vitrum Glass Group, a leading glass fabricator in Western Canada realized the potential synergy of supplying aluminum extrusions to their existing customer base and filling a regional demand for extruded aluminum products.

**Company Structure:** Apex Aluminum Extrusions operates as a private company, with multiple departments that handle all aspects of the business management cycle. This includes the Extrusion Department, Anodizing and Paint Department, Fabrication Department, sales and marketing teams, and administrative functions in Township of Langley, BC. The company has a hierarchical organizational structure with executives, managers, and employees working together to achieve its goals.

#### Activities:

- **Aluminum Extrusion:** With a state-of-the-art 170,000 square foot aluminum extrusion facility in Langley, British Columbia, Apex Aluminum is the most technologically advanced aluminum extruder in North America.
- **Anodizing & Fabrication:** Apex offers anodizing and fabrication services to meet the unique design and specification requirements of its customers. This includes thermally insulated extrusions, custom cuts to customer specific lengths, crimping and Azobrading.
- **Quality Control:** Apex places a strong emphasis on quality control throughout the manufacturing process. This involves preventive testing and inspection procedures to ensure that all Aluminum products meet industry standards and customer expectations.
- **Development:** The company invests in initiatives to innovate and improve its product offerings. This may include developing new solutions for customers, improving manufacturing processes, and enhancing product performance.
- **Sales and Distribution:** Apex has a dedicated sales and distribution network to market its products to customers across Canada and USA. This includes working with manufacturers, architects, contractors, glaziers, and other stakeholders in the construction industry.

**Supply Chains:** Key components of Apex Aluminum Extrusions' supply chain include:

- **Raw Materials:** Apex sources raw materials and components from various suppliers all over the world including Australia, UAE, Germany, and India. These raw materials are essential for our manufacturing processes and play a critical role in the quality and performance of our finished goods.
- **Logistics and Distribution:** The company utilizes its own and third-party logistics and distribution networks to transport finished extrusions to distribution centers, customers' locations, and construction sites.
- **Supplier Relationships:** Apex maintains relationships with suppliers of equipment, machinery, and other components necessary for its manufacturing operations.

Overall, Apex's structure, activities, and supply chains reflect its position as a prominent player in the Aluminum Extrusion industry, with a focus on compliance with all applicable standards and regulations. In ensuring transparency across all its processes, Apex meticulously adheres to both national and international regulations. We steadfastly oppose child labor and forced labor practices, aligning our

operations with the most stringent standards to protect human rights and uphold ethical principles. It is our unwavering commitment to ensure that all aspects of our supply chains, from sourcing raw materials to delivering finished products, comply with applicable national and international regulations.

## **2. Policies and Due Diligence Processes**

In recognition of the risks associated with forced labor and child labor, Apex Aluminum Extrusions will include specific language in its policies, mapping of main supply chains and due diligence processes to prevent and address such issues. Until this year, active and specific measures have not been taken to identify risks in its supply chain related to forced labour or child labour.

## **3. Remediation Measures**

Existing policies will be updated accordingly, and a Supplier Code of Conduct will be introduced that explicitly prohibits the use of forced labor and child labor in any stage of production. Main suppliers have been mandated to adhere to these standards. If instances of forced labor or child labor are identified within our supply chain, Apex Aluminum Extrusions will take immediate action to remediate the situation. This may include ceasing business relationships with non-compliant suppliers and implementing corrective measures to prevent future occurrences.

## **4. Employee Training on Forced Labour and Child Labour**

To ensure that our employees are equipped to identify and address instances of forced labor and child labor, Apex Aluminum Extrusions will include this topic in its training and awareness programs. These programs cover topics such as recognizing signs of exploitation and reporting mechanisms for addressing concerns within the supply chain.

## **5. Assessment of Effectiveness**

Apex Aluminum Extrusions will assess the effectiveness of its efforts to combat forced labor and child labor in its business and supply chains. This assessment includes monitoring key performance indicators related to supplier compliance, conducting regular audits of main suppliers' due diligence processes, and soliciting proof of compliance from them. By evaluating our progress and identifying areas for improvement, we remain committed to upholding the highest ethical standards across our operations.

## **6. Conclusion**

At Apex Aluminum Extrusions, we recognize the importance of addressing forced labor and child labor in our supply chains. Throughout this reporting period, Apex Aluminum Extrusions is cognizant of the fact that there are approximately 27.6 million victims worldwide subject to Forced Labour. Through robust policies, due diligence processes, remediation measures, employee training, and ongoing assessment, we are committed to ensuring that our business operates ethically and responsibly. By working collaboratively with main suppliers and continuously striving for improvement in all areas of our business including social corporate responsibility, we aim to create a supply chain that respects the rights and dignity of all workers and eradicates the risk of forced labour and child labour exploitive practices in our supply chains.



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