

## APEX ALUMINUM EXTRUSIONS LTD.

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

#### 2024 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 labour and forced labour 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**

Apex Aluminum Extrusions has implemented a Forced Labour and Child Labour policy to document the prohibitions against forced labour and child labour within the organization and the supply chain with further details on how this will be achieved.

## **3. Remediation Measures**

If instances of forced labour or child labour 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. Apex Aluminum Extrusions ensures proper use of labour throughout.

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

To ensure that our employees are equipped to identify and address instances of forced labour and child labour, Apex Aluminum Extrusions has included 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 labour and child labour 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 labour and child labour in our supply chains. 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.



Tara Brummet  
Chief of Staff  
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