

This report is prepared for Tigercat International Incorporated (Business Number – 11980 7063) for the 2023 financial reporting year (The company's fiscal year runs from December 1st 2022 to November 30th 2023). This is a joint report for the following two subsidiaries of Tigercat International Inc. herein referred to as the company:

- Tigercat Industries Inc. Business Number – 13167 3659, Sector - NAICS Code: 33120 - Construction machinery manufacturing
 - Comprised of multiple facilities located in Southwestern Ontario with headquarters located at 54 Morton Ave E, Brantford, Ontario, Canada.
- MacDonald Steel Limited. Business Number – 10343 2126, Sector - NAICS Code: 333990 - All other general-purpose machinery manufacturing
 - Headquarters Located at 200 Avenue Road Cambridge, Ontario, Canada

The company falls under the categorization of an entity producing, selling, or distributing goods in Canada or elsewhere according to the Act.

Business Structure, Activities, and Supply Chains.

Tigercat International is a corporation, that imports parts into Canada to use in the manufacture of our finished products (in Canada) which are then sold or distributed both inside and outside of Canada. Tigercat Industries Inc. manufactures heavy off-road equipment. Due to the size and niche market of the machines produced, our supply chains are many layers deep with many unique suppliers around the world to fulfill part needs. Our supply chain structure shares many similarities to that of automotive supply chain. As well as sharing many suppliers with the automotive industry. MacDonald Steel Limited is a custom fabrication shop that manufactures equipment to customer specifications which include materials used for production. These products are provided to various sectors including oil & gas and food & beverage companies. MacDonald Steel Limited also works with Tigercat Industries and a portion of their business is manufacturing heavy off-road equipment parts for Tigercat Industries Inc. Due to the shared nature of the business, the supply chains for MacDonald Steel are similar to that of Tigercat Industries, with many additional suppliers for their one-off projects.

Steps Taken in Previous Financial Year to Prevent and Reduce the Risk of Forced Labour

In the past fiscal year, the company has developed and implemented a Child and Forced Labour Policy.

This policy outlines the company's attestation to our commitment to human rights and our commitment against contributing to, participating in, or enabling the use of forced or child labour in the manufacturing of the company's equipment. The policy also outlines the company's expectations of its supply chain in regard to child and forced labour.

The policy is attached to all of the company's purchase orders under the terms and conditions.

Tigercat International and its subsidiaries (MacDonald Steel & Tigercat Industries) are committed to operating responsibly throughout the world. In line with our values, we strictly prohibit and do not engage in any forced or child labour, and we expect the same of our suppliers and their supply chain.

The purpose of this policy is to affirm our established commitment to human rights and our commitment against contributing to, participating in, or enabling the use of forced or child labour in the manufacturing of MacDonald Steel and Tigercat equipment.

TERMINOLOGY ON CHILD AND FORCED LABOUR:

Child – For the purpose of these principles, regardless of any national law, local law, or regulation, we define a child as anyone who is less than 15 years of age. At sites and in locations where a national or local law or regulation provides for a minimum employment age greater than 15 years or imposes additional restrictions in activities such as hazardous work, such laws and regulations must be observed.

Hazardous work – Work in dangerous or unhealthy conditions that could result in being killed, injured or cause illness as a consequence of the working arrangements. Examples of hazardous work include but are not limited to:

- Work underground, under water, at dangerous heights or in confined spaces.
- Work with dangerous machinery, equipment, and tools, or which involves the manual handling or transport of heavy loads.
- Work in an unhealthy environment which has exposure to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health.
- Work under particularly difficult conditions such as work for long hours or during the night or work where they are unreasonably confined to the premises of the employer.

Forced labour – Means labour or service provided or offered to be provided by a person under circumstances that,

- could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or
- is exacted from any person under the menace of any penalty and for which the said person has not offered themselves voluntarily.

OUR COMMITMENT:

We certify that the workers we use, and will use, to produce and supply the goods and services offered wholly or in part are, in all cases, not children under 15 years of age, or 18 years of age in the case of hazardous work. We certify that we will not knowingly utilize child labour.

We certify that the workers we use, and will use, to produce and supply the goods and services offered wholly or in part are, in all cases, voluntary. We certify that we will not knowingly utilize forced labour.

OUR SUPPLY CHAIN EXPECTATIONS:

MacDonald Steel and Tigercat expect our suppliers and their supply chains are fully aware of the above stated prohibitions on child and forced labour and will not use directly, indirectly or facilitate the use of child or forced labour in the manufacture of parts and materials supplied wholly or in part to MacDonald Steel or Tigercat.

If we determine that a violation or contravention of relevant laws or regulations has occurred, we shall notify the Supplier and the Supplier shall immediately remedy the violation or contravention. If we determine that the Supplier has not remedied the violation or contravention, then we may terminate their contract immediately, and such termination shall be with cause.

MacDonald Steel and Tigercat's purchase order terms require that suppliers comply with this policy by not engaging or knowingly utilizing child or forced labour.