

CORPORATE POLICY ON FORCED LABOUR AND CHILD LABOUR

Introduction

At Faucher Industries, a division of Industries RAD Inc. (hereinafter “Faucher Industries”), we are committed to upholding the highest standards of ethical conduct and good citizenship in all our operations, including our global supply chain. We are mindful of everyone’s basic human rights and we are committed to ensuring that our business practices comply with international standards and relevant legislation, including section 211 (S-211) of the *Criminal Code* of Canada, which prohibits forced labour and child labour.

Prohibition of forced labour

At Faucher Industries, we prohibit and condemn the use of forced labour in all its forms, including slavery, human trafficking, debt bondage and involuntary prison labour. We maintain and firmly believe that the choice to work must be a voluntary one in all circumstances. We maintain that workers must be free to leave their position at any time, for valid reasons that include forced labour, without fear of reprisals or coercion.

Prohibition of child labour

At Faucher Industries, we refuse to employ individuals below legal working age, as defined by the laws and regulations in force, or under the age of 15, whichever is higher. We also guarantee that no children will be used and/or exploited at any stage of our operations or supply chain. We also place particular importance on protecting young workers aged 15 to 18 by giving them working conditions that are suitable for their age and skills and complying with applicable labour standards.

Due diligence and requirements for suppliers

Faucher Industries will appropriately and reasonably identify and evaluate the risks of forced labour and child labour within our operations and supply chain. This involves appropriately evaluating our suppliers and subcontractors to ensure their compliance with our policies and the laws in force in Canada and their respective countries. We require our suppliers to certify that they do not use forced labour or child labour and to provide evidence of their compliance upon request.

Compensation and liability

If forced labour or child labour is discovered within our operations or supply chain, Faucher Industries will immediately take corrective action. Measures can include terminating our relationship with the defaulting or non-compliant suppliers, paying compensation to the workers involved and reporting the violations to the appropriate authorities. We encourage all our employees to report any concerns about forced labour or child labour through our reporting system, freely and without fear of reprisals.

Training and awareness

At Faucher Industries, we are committed to raising awareness among our employees and all other stakeholders, including our subcontractors and suppliers, of the risks related to forced labour and child labour, along with their associated responsibilities resulting from our corporate policy. Training programs will be developed and put in place to ensure that our employees understand the importance of compliance and are able to identify and handle potential violations.

Compliance monitoring and reports

Faucher Industries will monitor compliance with this policy regularly through internal audits, supplier evaluations and other appropriate means. Compliance with this policy will be added to our performance reviews and progress will be regularly shared with management and the Board of Directors.

Conclusion

At Faucher Industries, we are committed to promoting ethical business practices and safeguarding human rights in all our activities and our supply chain. By enacting this policy, we demonstrate our desire to fight forced labour and child labour and contribute to a fairer, more sustainable world. This policy provides a complete framework to address these issues in accordance with Canadian legislation and international standards, reflecting Faucher Industries's commitment to human rights and ethical business practices.

Raymond Dutil

Executive Chairman