



## 2024 Report on Forced Labour and Child Labour

This Report address the period from January 1, 2024 to December 31, 2024 and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the “Act”). This Report is made on behalf of Walker Glass Company LTD.

### 1. Introduction

Walker Glass Company LTD acknowledges our responsibility to combat forced and child labour and are committed to acting ethically and with integrity and transparency. We continue to work towards putting systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

### 2. Our Business

Walker Glass is the premiere manufacturer of acid-etched glass and mirror and bird-friendly glass for the North American architectural market. Our products contribute to stunning and sustainable building envelopes and interiors across the continent. We’re also a leader in sustainable manufacturing, so our glass can help you meet your environmental goals and enlighten your world.

### 3. Our Supply Chains

The supply chains of Walker Glass Company LTD consists of glass, chemical and other raw material suppliers, as well as suppliers of equipment, spare parts and supplies. Other service providers are used for building and equipment maintenance, utilities, professional services and payroll. The company also uses air travel and hotel accommodations throughout Canada and the United States.

### 4. Our Policies

Walker Glass expects each of its employees to comply with all applicable laws. Walker Glass is also committed to promoting honesty and integrity and maintaining the highest standards of ethical conduct in all of its activities. Walker Glass’s reputation is founded on the personal integrity of its employees. Walker Glass’s success is dependent on establishing and maintaining trusting relationships, which are built on this foundation of integrity. As a result, it is the responsibility of each of its employees to live up to the standards of ethical conduct adopted by Walker Glass.

As a representative of Walker Glass’s, each employee occupies a position of trust in his or her interactions with other employees, government authorities and Walker Glass’s business partners, investors, advisors, suppliers, and other stakeholders. The policies in place are intended to help guide employees in these

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Walker Glass Company Ltd.

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interactions and to ensure that their behavior is consistent with the standards of ethical conduct adopted by Walker Glass.

Walker Glass is committed to operating within the framework of all applicable laws, rules, regulations and orders. To ensure Walker Glass's compliance with applicable laws, all employees should take reasonable steps to familiarize themselves with the legal framework affecting their duties and ensure that their conduct is compliant.

Employees must promptly report all violations of applicable laws of the policies. An employee who breaches any applicable laws or policies, or observes such a breach, must immediately report it to his or her immediate supervisor. Walker will protect from retribution or retaliation any employee who, in good faith, reports actual or perceived breaches of any applicable laws or the policies by other employees or problems with Walker Glass's policies, procedures or practices.

#### 5. Assessing Our Risk

No formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2024, and December 31, 2024. We intend to undertake this assessment in 2025.

#### 6. Our Commitments to Ethical Practices

Employee Training on the issues surrounding Forced Labour and Child Labour in the supply chain has not been established at Walker Glass Company Ltd. We intend to evaluate the risks of forced labour and child labour within our operations and supply chains through internal assessments.

#### 7. Our Plans for 2025

In the area of forced labor and child labour risks, we intend to establish risk assessments to gain understanding of potential exposure to forced labour and child labour risks in our supply chain.

#### 8. Approval & Signature/Attestation

This report was approved by the majority of the board of directors on May 21, 2025 and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at [www.walkerglass.com](http://www.walkerglass.com).

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# WALKER

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



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Lee Harrison  
President

May 30, 2024

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