



May 15, 2024

File No.: Corp.50

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT 2023 REPORT

1. ABOUT THURBER ENGINEERING LTD.

Thurber Engineering Ltd. (Thurber) is a private Canadian company wholly-owned by its senior practicing professionals. Thurber was established in 1957 and presently has a staff of over 500, operating out of 15 permanent offices in British Columbia, Alberta, Saskatchewan, and Ontario. The company has a wide base of professional experience in geotechnical and geological engineering, environmental sciences, hydrogeology, concrete and asphalt technologies, forensic investigations, and construction materials engineering.

Our professional services vary from region to region but generally include a complete range of geotechnical services such as foundation engineering, slope stability engineering, retaining structures, earthworks design and construction, terrain analysis, water retention and tailing dams, tunneling and trenchless technology, geotechnical instrumentation, geological hazard and risk assessment, rock engineering, pavement engineering, and advanced geotechnical laboratory testing.

Thurber's teams of professionals and technical staff are well supported by laboratory facilities, specialized field-testing equipment, innovative field instrumentation, and high-complexity computer analysis techniques. Our staff members are led by a core group of senior professionals who have many years of practical experience in a variety of technical specialties.

2. CODE OF CONDUCT

Thurber is committed to providing a safe and healthy workplace that promotes a high level of job satisfaction and a respectful work environment. We believe that it is a shared responsibility of all staff to work towards the constant improvement of our firm. To assist us in maintaining an exemplary work environment, all employees of Thurber are required to always conduct themselves in an ethical and professional manner.

Thurber believes that to achieve its vision, the atmosphere and environment in our workplace must demonstrate respect, dignity, equity, and safety for all. We promote responsibility, respect, civility, and professional excellence in a safe work-environment.



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As such, we expect everyone to treat each other, as well as our clients, according to these principles.

Our Values

The actions we take every day should be consistent with our Values Statement: *Passion and quality in what we do: working collaboratively, respectfully, sustainably, and safely.*

General Guidelines

To preserve the core values and business principles that our organization is founded upon, it is vital that employees' actions are not:

- Contrary to Thurber's values
- Hazardous to worker safety
- Harmful to the environment
- Criminal
- A negative influence on workplace morale
- Otherwise detrimental to the success of our business.

Future employee training will integrate information on forced labour and child labour.

3. SUPPLIERS

Thurber imports field testing equipment and field instrumentation from a small number of US based suppliers. These firms sell new equipment and repair and service Thurber's existing equipment. Thurber is presently unaware of any risk of forced labour and child labour in the production of this equipment and has not taken steps to prevent and reduce the risk of the use of forced labour or child labour. Measures have not been implemented to remediate forced labour or child labour. Since these measures are not in place, there are no measures to remediate the loss of income of families impacted by measures taken to eliminate the use of forced labour or child labour.



Social Value Policy

As an engineering leader in Canada, Thurber Engineering Ltd. (Thurber) recognizes that our procurement decisions impact our local community. Sustaining a healthy community requires procurement practices that go beyond the lowest cost of goods and services and considers the social and environmental impacts of the goods and services. We aim to reduce our environmental footprint, source goods and services from local firms, and control costs.

Definition

Social procurement: When organizations use their buying power to generate social value above and beyond the value of the goods, services or construction being procured. Collectively, the decisions that organizations make throughout the procurement process have a significant impact on the economy, the environment, and the community. These decisions include what organizations buy, who they buy from, what standards they set for their suppliers, how they manage their supply chains, and what outcomes they seek to achieve.

Purpose

The purpose of this policy is to provide guidance to our employees for the purpose of procuring products and services from organizations that make a direct and positive social and environmental contribution to our local economy.

Commitment

Thurber is committed to planning and delivering our projects and maintaining our offices in a manner that contributes to our local economy, reduces our environmental footprint, and provides opportunities for people of all backgrounds. The steps we are taking include:

Employment

- Paying our employees a fair wage that is competitive with industry standards.
- Employing qualified people of all backgrounds, including women and Indigenous Peoples.
Social value supply chain
- Sourcing services and supplies from locally owned and diverse suppliers. This includes catering, office supplies, and cleaning.



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Community development

- Providing internship opportunities for students exploring a career in engineering. Each branch supports co-op programs at local universities to provide paid work-based learning opportunities to engineering students.
- Supporting Indigenous Peoples through the Thurber Aboriginal Bursary which provides two bursaries to Indigenous Civil Engineering Technology or Geomatics Engineering Technology students at NAIT.

Sustainability

- We prioritize sustainable products whenever possible. This includes products made of recycled content, locally sourced products, reusable, easily recycled, energy efficient, low toxicity, and low emissions.
- Limiting the use of hazardous materials and products, seeking substitutions when feasible, and taking reasonable steps to protect human health and the environment when any hazardous materials are used, stored, and disposed of.

We understand that procurement performance is a continuous process. As part of our commitment to continuous development, Thurber routinely seeks new opportunities to support the communities in which we work.

The Social Value Policy for procurement will be updated to include sections on forced labour and child labour. Once this action is completed, Thurber will begin to assess its effectiveness in ensuring forced labour and child labour are not being used in its supply chains.

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

Campbell Chow
Partner | Managing Director
May 15, 2024

I have the authority to bind Thurber Engineering Ltd.