



**Name of Entity:** Kayden Industries LP

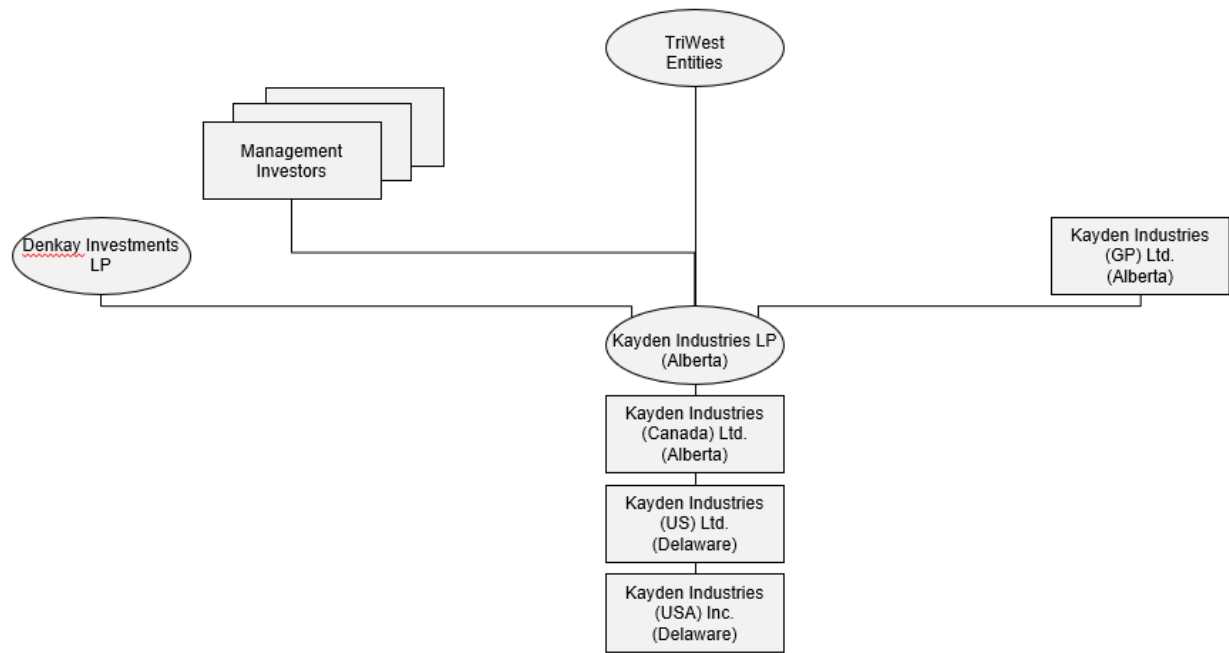
**Financial reporting year:** January 1, 2024 – December 31, 2024

**Business Number:** 828377838

**Nature of Business:** Manufacture, sale and rental of decanter centrifuges and support equipment.

**Number of Employees:** 25

**Other Related Entities:** See below organization chart.



## **Child/Forced Labor Policy**

Kayden Industries LP (“Kayden” or “the Partnership”) endeavours to provide a conducive working environment that is characterized by equality and mutual respect. Kayden will not tolerate the use of child or forced labor, nor exploitation of children in any of its global operations and facilities.

Kayden is committed to compliance with social standards and requires the same level of commitment from its suppliers. These standards set out the basic rights of employees and guidelines for environmental stewardship based on internationally recognized standards.

Child labour, as defined by the International Labor Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under the age of 18 that is hazardous to the physical or mental health of the child.”

- Work that is mentally, physically, socially, or morally dangerous and harmful
- Work that fails to consider compulsory schooling
- Work that prevents children from attending school
- Work that makes it necessary for children to leave school prematurely
- Work that requires children to combine school attendance with long and heavy work

In the conduct of its business, Kayden:

- Will not employ children that fall into the definition as stipulated by the ILO Convention, notwithstanding any national law or local regulation.
- Will comply with all other applicable child labor laws, including those related to wages, hours worked, overtime and working conditions.
- Is against all forms of exploitation of children. The Partnership does not provide employment for children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities.
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in the countries wherein they operate. Should violation of these principles become known to Kayden and not be remediated, Kayden will take serious action, including discontinuation of the business relationship.
- It is the responsibility of local management and Human Resources to implement and ensure compliance with this policy at all Kayden operations and facilities.

**This policy is available to all team members as part of Kayden’s environmental, social and sustainability governance policies and procedures.**

## **Preventive Strategy**

Kayden will not tolerate or condone any form of child/forced labor and expects the same of its business partners. Acceptance of Kayden's policies, which condemn and prohibit all forms of child/forced labor, is a basic prerequisite for establishing a business relationship with vendors.

Kayden requires its vendors to adhere to its Environmental, Social and Sustainability Governance program, which describes Kayden's standards and expectations concerning Human Rights. Kayden commits itself to respecting and upholding Human Rights and requires its vendors, partners, and affiliates to do the same. Kayden is focused on strengthening its commitment to responsible and sustainable sourcing through identifying and selecting vendors who share similar values as well as ensuring Kayden delivers safe and high-quality products to Kayden's customers.

## **Risk Assessment**

The Kayden team will preform an annual SWOT analysis for weaknesses in the supply chain.

RISK OR OPPORTUNITY IDENTIFICATION					ACTION PLAN and REVIEW				
SWOT Category	Internal or External?	Category	Risk Description	If Internal, select Process Area	Actions taken to reduce risk*	Risk Owner	Frequency of Review	Last Review Date (D/M/Y)	Status
Weakness - Risk	Internal	Supply Chain	Products imported by vendors from uncontrolled sources	NA	Procurement of North American Products	Procurement	Annually	2025-03-10	ongoing
Weakness - Risk	Internal	Supply Chain	Proper Vetting of Vendors and their Child Labor Policies	NA	Contact Vendors and Request Child and forced labor policy. Update Vendor qualification form.	Procurement	Annually	2025-03-10	ongoing
Weakness - Risk	Internal	Supply Chain	Confirm raw materials are not from countries with a high risk of child or force labor	NA	Conduct Country of origin for current stock in warehouse	Procurement	Annually	2025-03-10	ongoing

## **Import of Materials**

Kayden will not import materials from unqualified vendors in areas of the world where there is a known high risk of Child/Forced labor.

## **Qualification of Vendors**

Kayden will investigate vendors to ensure they have a Child/Forced labor policy in place that aligns with Kayden's ideals and policies. Copies of vendor policies will be filed with their Vendor Qualification Packages. See Table 2 for the top raw material vendors and their policy statuses. If a vendor can not provide a written policy, within 6 months of request, an alternative vendor will be sourced until the vendor complies.

## **Internal Materials Audit**

Kayden will perform an internal inventory audit to confirm there are no raw materials in their current inventory sourced from known high-risk countries. If any raw materials sourced from high-risk countries is found, an investigation will be undertaken and if required, the inventory will be pulled from the shelf, returned to the vendor, and alternate materials from a different vendor will be purchased. The vendor who supplied any returned materials will be audited by Kayden to assess their compliance prior to re-establishing a vendor relationship with Kayden. 175 out of 346 items were sampled with no high-risk materials identified. See Table 1 for details of the sample chosen.

## **Recruitment**

The Partnership will maintain records for all employees in the form of offer letters to demonstrate that all workers have been recruited voluntarily.

## **Training**

Kayden will ensure all team members involved in procurement of goods are trained in all policies and procedures regarding Child/Forced labor, in accordance with the International Labour Organization. All team members, involved in procurement, have received mandatory training on this topic. Completed training is reflected in Kayden's in house training tracker. To ensure that all Kayden personnel are informed and educated on Child/Forced labor, Kayden has provided an information bulletin to all Kayden personnel.

## **Review**

Kayden will review this policy on an annual basis and update or revise as needed.

This report and Policy can be found on the Kayden Website <https://www.kaydenindustries.com/>

**"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."**

**On behalf of the Board of Directors of Kayden Industries LP.**

*Signed "Dave Connolly"*

**Dave Connolly**

**Director**

**April 29, 2025**

**I have the authority to bind Kayden Industries LP.**

Table 1  
Internal Materials Audit 3/1/2025

Item ID	Product ID	Country of Origin		Item ID	Product ID	Country of Origin
1	112902704	CAN		102	330006	USA
2	112902706	CAN		103	330019	USA
3	112981176	USA		104	330024	USA
4	112981187	USA		114	340028	USA
5	112981195	USA		115	340036	USA
6	112981197	USA		116	340038	USA
7	112981205	USA		117	340040	USA
8	112981207	USA		118	340042	USA
9	112982369	USA		119	340043	USA
17	210035	CAN		120	340051	USA
22	230004	CAN		121	340052	USA
23	250008	USA		122	340053	USA
24	250012	USA		123	340054	USA
70	280102	USA		124	340055	USA
71	280103	USA		125	340056	USA
72	280104	USA		126	340057	USA
73	280107	USA		127	350001	CAN
74	310001	GER		128	350003	USA
75	310002	USA		129	350004	CAN
76	310003	GER		130	350006	CAN
77	310004	FRA		131	350008	CAN
78	310005	GER		132	410035	Mex
79	310006	GER		133	410037	Mex
80	310007	GER		134	410038	Mex
81	310008	USA		135	410039	Mex
82	310009	Italy		136	410040	Mex
83	310023	Italy		137	410042	Mex
84	310025	USA		138	410050	Mex
85	310030	USA		141	410296	CAN
86	310031	USA		142	410297	Mex
87	310033	USA		149	410367	CAN
88	310047	USA		150	410375	Mex
89	310050	USA		151	410376	Mex
97	330001	USA		152	410382	Mex

Item ID	Product ID	Country of Origin		Item ID	Product ID	Country of Origin
152	410382	Mex		200	5101519	CAN
157	410419	China		201	5101521	CAN
158	410420	China		202	5101522	CAN
159	410435	Can		203	5111005	CAN
160	410460	Mex		204	5121002	CAN
164	410480	USA		205	5122005	CAN
165	440002	China		206	5131010	CAN
166	440008	China		207	530010	USA
167	440011	China		209	530020	USA
170	450008	Romania		210	530021	USA
171	450016	Romania		211	530023	USA
172	450022	Romania		212	530025	USA
173	450024	Romania		213	530027	USA
174	450026	Romania		216	6120002	USA
175	450029	Romania		217	7000001	USA
176	450036	Romania		218	7000003	USA
177	450040	Romania		220	7221005	USA
178	450052	Romania		221	7221006	CAN
179	450054	Romania		222	7221007	CAN
180	4611000	CAN		223	7221009	CAN
181	5100101	CAN		224	7221010	CAN
182	5100102	CAN		225	7221015	CAN
183	5100103	CAN		226	7221024	CAN
184	5100108	CAN		227	7221025	CAN
185	5101010	CAN		228	7221026	CAN
186	5101101	CAN		229	7221028	CAN
188	5101500	CAN		230	7221031	USA
189	5101501	CAN		231	7221032	CAN
190	5101502	CAN		232	7230112	CAN
191	5101503	CAN		233	7230216	CAN
192	5101504	CAN		234	7230218	CAN
193	5101505	CAN		235	7230220	CAN
194	5101507	CAN		236	7230310	CAN
195	5101509	CAN		237	7240002	CAN
196	5101510	CAN		238	7250001	CAN
197	5101511	CAN		239	7250002	CAN
198	5101516	CAN		240	7250008	CAN
199	5101518	CAN		241	7250009	CAN

Item ID	Product ID	Country of Origin	
242	7250012	CAN	
243	7250013	CAN	
244	7250017	CAN	
249	7810002	CAN	
250	7821000	CAN	
251	7911003	CAN	
252	7911005	CAN	
253	7911008	CAN	
254	7911011	CAN	
255	7911019	CAN	
326	8111105	CAN	
327	8111114	CAN	
328	8112008	CAN	
329	8112013	CAN	
330	8182006	CAN	
331	8190001	CAN	
332	8191301	CAN	
333	8311304	CAN	
334	8321402	CAN	
335	832318	CAN	
336	8411118	CAN	
337	8411120	CAN	
338	8411280	CAN	
339	8411290	CAN	
340	8411401	CAN	
341	8411405	CAN	
342	8411500	CAN	
343	8411519	CAN	
344	8710001	CAN	
345	8961203	CAN	
346	999405	CAN	

\*Sampling used – High volume, high turn critical items were sampled representing 175 out of 346 items. Date of current report 3/1/2025. Follow up audit will be completed annually.

**Table 2****Qualification of Vendors**

Request for policies from vendors have been sent out and the following table will be updated, as the policies are received from vendors. Vendors policies will be reviewed and filed in vendor files in Kayden's financial records. Requests for policy updates will be sent out on an annual basis to critical vendors.

Supplier ID	Country/Region	Request Date	Status
10447	France	Complete	Policy Received
10517	Canada	Complete	Policy Received
10528	Canada	Complete	Policy Received
10561	Canada	Complete	Policy Received
10580	Canada	Complete	Policy Received
10581	Canada	Complete	Policy Received
10582	Canada	Complete	Policy Received
10612	Canada	Complete	Policy Received
10638	Canada	Complete	Policy Received
10649	Canada	Complete	Policy Received
10668	Canada	Complete	Policy Received
10670	Canada	Complete	Policy Received
10683	Canada	Complete	Policy Received
10696	Canada	Complete	Policy Received
10705	Canada	Complete	Policy Received
10707	Canada	Complete	Policy Received
20440	Canada	Complete	Policy Received
21187	Canada	Complete	Policy Received
21209	Germany	Complete	Policy Received

Supplier ID's 10544, 10713 and 20694, from last year's report, have been removed as these vendors are no longer used by Kayden.