

## **Annual Report made pursuant to The Fighting Against Forced Labor and Child Labour in Supply Chains Act**

For: I.M.P. Group International Inc., I.M.P. Group Ltd. and Cascade Aerospace Inc.

### **Introduction**

At I.M.P. Group International Inc., I.M.P. Group Ltd. and Cascade Aerospace Inc. (collectively, “IMP”), we are committed to acting ethically and with integrity in business dealings and relationships. We are also committed to promoting compliance with applicable laws and protecting the dignity and rights of people connected to our business. We strive to work closely with our suppliers to ensure their workforce and the workforce of their supply chains are free from child and forced labour.

This is IMP’s first report pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9), made for its financial year ended March 31, 2024. This report outlines the measures we have in place and the efforts we have commenced to assess and address risks of forced labour and child labour in our business and supply chain.

### **Our organisational structure, business operations and supply chains**

Cascade Aerospace Inc. operates in the aerospace and defence industry, and is a subsidiary of I.M.P. Group Ltd.

I.M.P. Group Ltd. is a diversified company, operating in a variety of industries including aerospace & defence, aviation, information services & technology, healthcare, industrial, and hospitality.

I.M.P. Group International Inc. controls I.M.P. Group Ltd.

The businesses and employees of IMP are located in Canada.

Many of IMP’s operations – such as those in aerospace, defence and healthcare - have regulated supply chains. IMP’s business activities include mostly services provided in Canada, but also include the production, importation, and distribution of goods primarily in Canada.

To learn more about our business, please see [www.impgroup.com](http://www.impgroup.com) or [www.cascadeaerospace.com](http://www.cascadeaerospace.com).

### **Our forced labour and child labour risk profile**

We have started the process of assessing our risk profile based on sector and industry risks. All IMP workers are employed in Canada, where there are fair and responsible employment practices in place to protect and promote workers’ rights. The risk of forced labour and child labour taking place within our own operations is therefore low.

That said, we recognise that risks of modern slavery may be present in our supply chain in some of the areas our suppliers operate in, such as the industrial sector, which inherently can carry a higher risk of forced labour and child labour. We have started reviewing supplier risks in parts of our supply chain to identify and improve our understanding of modern slavery risks.

### **Actions taken to combat slavery risks**

IMP continues to assess and manage any risks by maintaining standards of due diligence and risk mitigation processes to monitor for and avoid modern slavery.

## **Our policies and due diligence processes**

Our **Anti-Forced Labour and Child Labour Policy** – as well as supporting policies such as our Code of Business Conduct and whistleblower policy - reflects our commitment to identifying and eliminating forced labour and child labour in supply chains.

IMP has started the process of reviewing its various contracts and terms and conditions to look to include anti-forced and child labour provisions where applicable.

## **Remediation measures**

We have not discovered any instances of forced labour or child labour in our business or supply chains. Therefore, no remediation measures have been necessary.

## **Remediation measures relating to loss of income to the most vulnerable families**

No remediation measures have been necessary; therefore, no remediation measures could have led to loss of income to the most vulnerable families.

## **Training**

IMP does not presently offer formal training programs or materials specifically targeted at the prevention of modern slavery in our supply chain. We recognize the potential benefit of educational initiatives and are considering options in that regard.

## **Assessing effectiveness**

As we explore and implement further measures to prevent and mitigate forced labour and child labour risks in our operations and supply chains, we will monitor and review performance to assess the effectiveness of any actions taken.

## **Approval**

This report is made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”) and constitutes IMP’s report for the financial year commencing on April 1, 2023 and ending on March 31, 2024.

This report was approved by the Board of Directors of I.M.P. Group International Inc. pursuant to subparagraph 11(4)(b)(ii) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* on the date below.

Approval and attestation:

By: *Kirk A. Rowe*

Kirk A. Rowe  
Director/President & CEO  
Date: May 24, 2024

I have the authority to bind I.M.P. Group International Inc.