

Dörken Systems Inc. Fiscal Year 2023 – Modern Slavery Report

Introduction & Structure: Dörken Systems Inc. is an Ontario registered corporation that is wholly owned by Dörken Inc. which is another Ontario registered business. Dörken Inc. is a wholly owned subsidiary of Ewald Dörken AG, with headquarters in Herdecke, Germany. This document summarizes the steps we have taken to reduce the risk that modern slavery is used at any step of our operations.

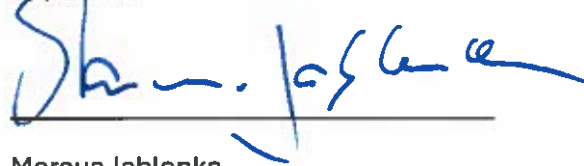
Dörken Systems Inc. is an Ontario based manufacturer and reseller of plastic building materials for sales distribution across North America. As of the end of our December 31, 2023, fiscal year we had 84 employees. The majority of our North American operations includes manufacturing and sales. Resale products are mainly sourced from North American manufacturers, some products come from European subsidiaries of our parent organization. Our parent organization operates within similar compliance guidelines to Canada's Modern Slavery Act. Labour issues and/or abuses do not exist in any of Dörken's operations and we perceive a very low risk with our suppliers.

Supply Chains: We have contacted several of our major North American suppliers to ascertain the risks of forced labour or child labour in their operations. In turn we have been given statements from their managers as well as policy documentation to indicate that they operate within applicable labour laws. Many suppliers have well developed corporate policies that address their concerns and their attention to labour, environmental, social and corporate governance issues. Labour issues and/or abuses are not known in any of our business processes or through any of our suppliers including the operations of independent contractors. Onsite contractors are subject to a Dörken managed safety and compliance program that would surface any labour concerns.

Our goods and services suppliers go through a vetting process in accordance with our purchasing practices. We request formal confirmation from our major suppliers that they comply with requirements of the Modern Slavery Act.

Labour Policy: All hiring, including contractor engagement, is centrally managed and regularly updated to meet legal requirements and company policy. All organizational positions have a job description, a list of qualifications, training requirements and clear reporting lines. We will be adding awareness and prevention measures to our company labour policies to specifically address the concerns of the Modern Slavery Act and to facilitate employee awareness of the Act.

Approval:



Marcus Jablonka
President, CEO

April 16, 2024



Steve White
CFO, Controller

April 16, 2024