



**REPORT UNDER THE FIGHTING AGAINST FORCED LABOUR AND CHILD
LABOUR IN SUPPLY CHAINS ACT**

FINANCIAL YEAR ENDED SEPTEMBER 30, 2023



STRUCTURE, VISION, AND VALUES

Our Structure

Uniboard Canada Inc. (“Uniboard” or the “Company”) is a private, federally incorporated entity (BN:137921797RC0002), incorporated by way of amalgamation on September 28, 2012.

Uniboard’s head office is located at 5555 Ernest-Cormier Street, Suite 100, in Laval, Quebec, Canada.

Uniboard is a leading North American manufacturer of engineered wood products, having an installed capacity of over 660 million square feet of raw particleboard, high and medium-density fiberboard, of which over 50% is converted into value-added thermally fused laminates.

Uniboard owns and operates three (3) mills as well as a chemical production plant, all of which are located in the province of Quebec. These are located in Sayabec, Val-d’Or and Mont-Laurier.

Uniboard employs over 800 people in its mills and head office.

Uniboard’s products are produced in Quebec and sold to retailers, distributors and finished goods manufacturers in Canada and in the United States which cater to the kitchen cabinet, furniture, office, home renovation and construction industries.

Uniboard’s products are sold and distributed in Canada and in the United States through independent retailers. (www.uniboard.com)

Our Vision

- Promoting an industry-leading safety culture
- Reaching operational excellence in terms of quality, cost and reliability through technology and know-how
- Setting the standard in innovation of our products
- Leading the industry in sustainable development
- Providing an outstanding customer experience
- Outperforming the industry in growth

Our Values

- **Health and Safety**
Protecting our employees through robust health and safety policies and practices is essential to our operations. A clean, healthy and safe work environment leads to strong safety records which is good for our employees and good for our business.
- **Customer Experience**
Being responsive, committed and dedicated coupled with creating customer value through innovative technologies, superior quality and outstanding service is the driving force behind our customer experience.
- **Innovation**
Innovation is about finding creative solutions that make a difference and inspire us to always stay one step ahead.
- **Respect**
Respect occupies a central place at Uniboard. It means, in our view, consideration for our employees. Respect in everyday life translates into respectful interpersonal relationships and protection of the integrity of each worker. We want to promote the development of each individual by providing them with a pleasant and favourable work environment.
- **Empowerment**
We support an entrepreneurial work environment that allows employees to maximize their contributions and achieve their professional goals. We respect and value collaboration and teamwork to realize opportunities that drive performance towards company objectives.
- **Discipline**
Our business strategy is driven by a clear set of goals and action plans which are both vigorously and consciously acted upon. Responsibility, cost control and continuous improvements are at the center of our operating philosophy.
- **Environmental Stewardship**
Our environmental policy is based on the sustainable use of natural resources and has been implemented with the health and well-being of our employees, customers, and community in mind. Our environmental auditing program, product certifications and world class leadership in the development of green products are hallmarks of our stewardship program.



OUR SUPPLY CHAIN AND RISK MANAGEMENT:

The purchase of raw materials for the manufacture of its products is the responsibility of the Procurement Department. This department is made up of approximately eleven (11) employees allocated among the three (3) mills, one (1) chemical plant and the head office.

The Procurement Department maps on an ongoing basis its supply chain with suppliers that have a contractual relationship with Uniboard (Tier I suppliers) The Department's purchases are restricted to a pre-approved supplier list. This list is in compliance with Global Affairs Canada's rules and sanctions. In compiling this list of suppliers, Uniboard avoids dealing with countries that are at high risk of forced or child labour. Additionally, Uniboard performs desk and public information audits on all of its Tier I suppliers before engaging in a business relationship and we monitor them closely during the course of the business relationship.

The Procurement Department's purchasing policy contains several checks and balances in the form of various levels of approvals to prevent and contain errors.

For the financial year ended September 30, 2023, most of Uniboard's suppliers were located in Canada and the United States.

Suppliers are required to read and comply with Uniboard's Supplier Code of Conduct. The Supplier Code of Conduct is an integral part of Uniboard's purchase order and is posted on Uniboard's website. (<https://www.uniboard.com/en/code-de-conduite-des-fournisseurs-de-uniboard>)

Uniboard's Code of Business Conduct emphasizes mutual respect, honesty and integrity. "The Company respects the personal dignity, privacy and personal rights of all individuals. We do not tolerate discrimination or other personal harassments or insults against any of our employees. The Company is honest in its dealings with others and pride itself as being a dependable partner both internally and externally". This philosophy extends to Uniboard's policy on electronic and social media use. The Company has a complaints mechanism in place and welcomes constructive suggestions in connection with this policy or others.

Uniboard has corporate counsel on staff to advise it of the requirements for compliance with laws relating to force or child labour as well as for best practices.

The nature of this type of industry does not lend itself to violation of or exposure to forced or child labour. Consequently, the risk in our company is low and the need for further measures is similarly low.

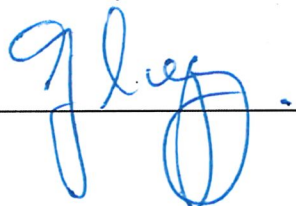


REPORT APPROVAL AND ATTESTATION

I attest that I have reviewed the information contained in the report for the entity 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.

James N. Hogg
President and Chief Executive Officer
May 28, 2024

I have the authority to bind Uniboard Canada Inc.

signature A handwritten signature in blue ink, appearing to read 'J. Hogg', is written over a horizontal line. The signature is stylized and includes a large loop at the end.