



ALABAMA METAL INDUSTRIES CORPORATION

Introduction

This statement sets out Amico Buyer, Inc and its subsidiaries, Alabama Metal Industries Corporation and Amico Canada, Inc., actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no forced or child labour in its own business and its supply chains. This statement relates to actions and activities during the financial year 2023.

As part of the industrial manufacturing and distribution sector, the organization recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organization is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

1. Organizational structure, activities, and supply chains

This statement covers the activities of Amico Buyer, Inc. and its subsidiaries, Alabama Metal Industries Corporation and Amico Canada, Inc.:

Organizational structure

- Amico Buyer, Inc. – Corporation
- Alabama Metal Industries Corporation – Corporation
- Amico Canada, Inc. – Corporation

Organizational activities

- The company contracts with domestic and foreign steel suppliers for the procurement of raw materials to be used in manufacturing steel and plastic products for industrial, building, security, and architectural applications.

Countries/regions of operation and supply

The organization currently purchases from suppliers in the following countries/regions:

- Canada
- China
- Germany
- Netherlands
- United States

Alabama Metal Industries Corporation

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The organization currently operates in the following countries/regions:

- Canada – manufacturing, distribution, and sales of industrial and architectural metals
- United States – manufacturing, distribution, and sales of industrial metals, building products, security products, and fiberglass reinforced plastics.

2. Policies and due diligence processes in relation to forced labour and child labour

a. Policies:

The organization follows local and statutory (USA and Canada) laws regarding the hiring and use of age-appropriate labour. The organization does not have formal policies in place for the identification of modern slavery risks among its supply chains. The company plans to review this area in 2024 for improvement and setting formal policies.

b. Due diligence processes:

The organization follows local law and statutory hiring practices with regards to its employees. The organization does not have due diligence steps or actions in place to ensure our supply chains are compliant. The company plans to review this area in 2024 for improvement and implementing due diligence steps.

3. The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk

The organization did not have a formal risk assessment process in place during the reporting period, and, therefore, has not identified any parts of the business and supply chains that carry a high risk of forced labour or child labour. During the reporting period, the organization also did not have formal risk management processes specifically related to forced or child labour in its supply chain. The company plans to review this area in 2024 for improvement and identifying steps to assess and manage risk.

Any measures taken to remediate any forced labour or child labour

During the year ended December 31, 2023, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

Any measures taken to remediate loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

During the year ended December 31, 2023, the organization did not identify any instances of forced or child labour within the organization or its supply chains.



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The training provided to employees on forced labour and child labour

During the reporting period, the organization did not provide training on modern slavery laws or best practices regarding its supply chains. The company plans to review this area in 2024 for improvement and explore training tools for employees.

How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

The organization has internal processes in place to confirm prospective new hires are of legal working age. Personal information is reviewed as part of the hiring process to ensure all parties are compliant with applicable laws.

During the reporting period, the organization did not have steps or processes in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its supply chains. The company will explore options around implementing a monitoring plan to assess the effectiveness of its policies and procedures in 2024.

Approval

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.

Full name Glenn MacKay

Title CEO

Date 5/30/2024

Signature

A handwritten signature in black ink, appearing to read 'Glenn MacKay', written over a light blue horizontal line.

I have the authority to bind Amico Buyer, Inc. and its subsidiaries, Alabama Metal Industries Corporation and Amico Canada, Inc.

Alabama Metal Industries Corporation

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