



CORPORATE OFFICE & DESIGN GALLERY
10920 – 178 Street, Edmonton, AB T5S 1R7
PHONE 780-455-0440 **FAX** 780-455-5775
durabuiltwindows.com

CANADIAN MODERN SLAVERY STATEMENT

Fiscal Year 2025

Durabuilt Windows & Doors Inc.

Introduction

This statement has been published pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). Each of the reporting entities named below (together, the "Reporting Entities") are required to submit a statement under the Act.

About Durabuilt Windows & Doors Inc.

Durabuilt Windows & Doors Inc. is a distinguished company with a rich history spanning over 35 years. Founded as a modest one-room shop with a small team, Durabuilt has evolved into one of Western Canada's premier window and door manufacturers. Our success is rooted in our unwavering commitment to customer satisfaction and our core values: ownership, individual, driver, caring, and innovation.

Over the years, Durabuilt has made significant strides in the industry, continually pushing boundaries and embracing cutting-edge technologies. Despite our modern advancements, we remain devoted to meticulous attention to detail, unwavering quality, and exceptional craftsmanship that have been instrumental in shaping Durabuilt's legacy.

Rooted in our core values, Durabuilt Windows & Doors Inc. stands as a beacon of excellence. We remain steadfast in our commitment to delivering superior products, unparalleled craftsmanship, and an unwavering dedication to customer satisfaction.

Organization Structure

Durabuilt's organizational structure defines how tasks are coordinated, divided, and supervised to achieve the company's objectives. It establishes the relationships between roles, departments, and levels of authority within the organization.

The organization is divided into departments including marketing, finance, human resources, and operations, with clear reporting lines, role clarity, and vertical and horizontal information flow. Coordination mechanisms such as cross-functional teams and committees ensure all parts of the organization work together effectively.

all about you.



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Number of employees – 690 -702

Partner Organizations – NONE

Forced Labour and Child Labour Risks

Durabuilt has zero tolerance for modern slavery and child labour and expects all parties in our supply chain to comply with this standard. Most of our operations do not bring us into contact with children or vulnerable people; however, we take the protection of others and the prevention of abuse seriously.

We ensure all employees meet the statutory minimum age requirements of their respective province. Durabuilt has a presence in four provinces — Alberta, Saskatchewan, British Columbia, and Manitoba — and all employees are above the minimum working age requirements.

Remediation Measures

Durabuilt has not identified any instances of forced labour or child labour within its operations or supply chain. We remain committed to ongoing risk assessment and proactive measures to prevent and mitigate potential risks through:

- Adherence to our Supplier Policies and Code of Conduct
- Regular supplier reviews and audits to ensure compliance with applicable labour laws and ethical business practices
- Continuous monitoring of supply chain partners

Training

All new employees receive onboarding and orientation on the Company's employment, procurement, and ethical business practices, delivered by Human Resources and departmental leadership teams.

Employees and leaders involved in labour, recruitment, and procurement activities are educated on the identification and prevention of modern slavery and child labour. Access to legal guidance and support is provided where required to ensure compliance with applicable laws and ethical business practices.



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Approval & Attestation

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 Durabuilt Windows & Doors Inc. 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.

I have the authority to bind Durabuilt Windows & Doors Inc.

Amar Randhawa

Chief Operating Officer, Durabuilt Windows & Doors Inc.

Date: May 22nd, 2026