



Subject: Anti-Slavery and Human Trafficking Policy

A D Metro has a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships to ensure Modern Slavery is not taking place in our own business and supply chains. Slavery is illegal and a violation of human rights. There are many forms of Modern Slavery all resulting in a person losing their freedom by being exploited by another for personal or commercial gain.

We are committed to ensuring our business is transparent, and prohibit our employees and agents from:

- Engaging in all forms of forced labor and human trafficking
- Engaging in child labor
- Withholding employee's identity or immigration documents
- Procuring commercial sex acts during the length of a contract

A D Metro human resource practices follow as a minimum standard, the legal requirements set in the Ontario Employment Standards Act and ensure:

- Salaries meet or are higher than the legal minimum wage
- Employees are provided with detailed and accurate employment agreements prior to relocating in a language understood by the employee
- Employees can work in Canada according to legal standards

A D Metro expects our contractors, suppliers and other business partners to uphold high standards in all business practices. We will be in contact with relevant suppliers to ensure they comply with the anti-slavery and human trafficking regulations. Our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains involve (where possible) building long standing relationships with suppliers and contractors who understand and are clear about the expected behaviours to enable us to:

- Establish and assess areas of potential risk in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains

This policy applies to all persons working for, or on behalf of A D Metro, in any capacity. This includes but does not limit the policy applicability to: employees, agency workers, temporary staff, agents, contractors, external consultants, third-party representatives and business partners and suppliers.

All A D Metro employees are responsible for the prevention, detection and reporting of Modern Slavery in any part of our business or supply chains. Employees are required to avoid any activity that might lead to a breach of this policy, and the Modern Slavery Act 2015. Employees must notify their supervisor or manager as soon as possible if they believe or suspect that, a conflict with, or breach of, this policy has occurred, or may occur, in the future. Employees are encouraged to raise concerns about suspicions of Modern Slavery in any parts of our business or supply chains at the earliest possible stage.