

# **Duquet Group**

## **Modern Slavery Report 2023**

### **1 Introduction**

This report constitutes the joint report prepared by Gestion J.P. Duquet Inc. and the subsidiaries it directly or indirectly controls, namely Duquet Immobilisations Inc, Métal Duquet (1994) Inc. and Atelier du Chef Québec Inc (collectively, the " Group" ), in accordance with the Act respecting the elimination of forced labour and child labour in supply chains (the " Act" ), for each entity's fiscal year ending April 30, 2024 (the " Reporting Period" ).

### **2 Structure, activities and supply chains**

#### **(a) Structure and activities**

The Group is a family-owned manufacturing company based in the province of Quebec.

Gestion J.P. Duquet Inc, Duquet Immobilisations Inc, Métal Duquet (1994) Inc and Atelier du Chef Québec Inc. are corporations governed by the Quebec Business Corporations Act. The ultimate beneficiaries of each entity are Peggy and Johnny Duquet. The head offices of Gestion J.P. Duquet Inc., Duquet Immobilisations Inc. and Métal Duquet (1994) Inc. are located in Saint-Côme-Linière, Quebec, and those of Atelier du Chef Québec Inc. in Quebec City, Quebec. Atelier du Chef Québec Inc. also has offices in Saguenay (Québec) and Boucherville (Québec).

Métal Duquet (1994) Inc. and Atelier du Chef Québec Inc. are the Group's two operating companies. The operations of Métal Duquet (1994) Inc. focus on the manufacture and installation of stainless steel food service equipment, as well as the purchase, resale and installation of large equipment, cold rooms and ventilation hoods. Installation services are limited to the province of Quebec. Métal Duquet (1994) Inc. holds a contractor's license from the Régie du bâtiment du Québec. The operations of Atelier du Chef Québec Inc. focus on the distribution of foodservice equipment. The company also offers planning, design and installation services for kitchens and bars.

As of April 30, 2024, the Group employed approximately 115 active employees at Métal Duquet (1994) Inc. (approx. 75 employees) and Atelier du Chef Québec Inc. (approx. 40 employees), all located in Quebec.

(b) Supply chains

The Group's main category of supply chain expenditure is the purchase of stainless steel, the raw material used in the manufacture of the Group's equipment. The Group sources almost all (approximately 99%) of its stainless steel from a supplier based in Montreal, Quebec. This stainless steel comes in various forms: sheet, bar and tube. Sheets generally come from China or Taiwan, bars generally from India, the United States or Italy, and tubes generally from Taiwan. Other expenses representing a significant proportion of the Group's purchases include parts, tools and specialized equipment required for the manufacture and installation of the Group's equipment. These parts, tools and specialized equipment are mainly supplied by Canadian, American and European suppliers.

### **3 Due diligence policies and processes**

The Métal Duquet (1994) Inc. Employee Manual (the " Manual" ) sets forth the standards of conduct expected within the company. A copy is provided to each employee upon hiring, and is available at any time upon request. Similarly, various policies have been adopted by Atelier du Chef Québec Inc. to establish the conduct expected in the conduct of its business. Given the recent adoption of the Act, as well as the nature of its activities, the Group has not yet put in place any due diligence policies or processes specifically addressing issues of forced or child labor, nor any requirements for its suppliers to implement such policies and procedures.

### **4 Risks of forced labor and child labor in activities and supply chains**

(a) Activities

Although the Group has not undertaken a risk assessment of its operations, it considers the risk of using forced and child labor in its direct operations to be relatively low. Its workforce consists mainly of employees involved in the manufacture and installation of its equipment in Quebec, all of its employees are located in Quebec, and it maintains labor law and health and safety practices that comply with local regulations.

(b) Supply chains

Although the Group has not undertaken a risk assessment of its supply chains, it recognizes that, particularly among its top-tier suppliers (notably, the supply chains of its main stainless steel supplier and its various suppliers of specialized parts, tools and equipment), the manufacturing sector presents a risk of forced and child labor. The manufacturing sector presents a risk of modern slavery, not least because certain aspects of manufacturing, including the manufacture of stainless steel acquired in various forms by the Group, are outsourced to geographical areas where situations of modern slavery are more common. To date, however, the Group has not identified any specific cases of forced or child labor in its supply chain. Consequently, no corrective action has been taken by the Group.

## **5 Measures taken to assess and manage the risk of forced labor and child labor in operations and supply chains**

Although the Group has not taken specific measures to assess the risk of forced and child labor in its operations and supply chains, it is committed to promoting the common good of its employees, customers and suppliers, and to acting as a genuine stakeholder in the development of its community.

The Manual outlines Métal Duquet (1994) Inc.'s efforts and commitments to ensuring that all employees receive fair wages and that its work areas remain healthy, safe and respectful. In addition, whistle-blowing channels are set up to encourage the reporting of any ethical or regulatory issues observed by employees.

## **6 Remedial measures**

As no cases of forced labor or child labor have been identified in its operations or supply chains, the Group has not had to take any measures to remedy forced labor or child labor, or to remedy any loss of income suffered by vulnerable families as a result of measures taken to eliminate the use of forced labor or child labor.

## **7 Training**

The Group did not provide any formal training to its employees on forced or child labor during the reporting period. However, all new employees of Métal Duquet (1994) Inc. receive a copy of the Manual on hiring, and it is also available at any time on request. While the Manual does not deal directly with forced or child labor, it does outline certain commitments, guidelines and expectations aimed at maintaining pay equity and preserving a healthy, safe and respectful workplace.

## **8 Efficiency assessment**


Given the novelty of the Act and the fact that the Group is still in the early stages of understanding the issues and risks of forced labor and child labor, the Group has not formally assessed the effectiveness of the measures taken to prevent and reduce the risks of forced labor and child labor in its operations and supply chains.

## **9 Approval and certification**

This report has been approved in accordance with subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of Gestion J.P. Duquet Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I certify that I have reviewed the information contained in the Report for the entities listed above. To the best of my knowledge and having exercised due diligence, I confirm that the information contained in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting period indicated above.

I have the authority to bind Gestion J.P. Duquet Inc.

By :   
Peggy Duquet  
President, Gestion J.P. Duquet Inc.

May 31st, 2024