



AV GAUGE & FIXTURE

2025 Report on Forced Labour and Child Labour

This Report addresses the period from January 1, 2025, to December 31, 2025, and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the "Act"). This Report is made on behalf of A V Gauge & Fixture Inc ("A V Gauge").

1. Introduction

A V Gauge & Fixture Inc. acknowledges our responsibility to combat forced and child labour and is committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

2. Our Business

Established in 1985, A V Gauge continues to lead the world in new solutions for conformance, validation, and quality control verification. A V Gauge has grown to multiple facilities across Canada, the United States, and Mexico, employing over 300 people to meet our customer's exacting demands in their pursuits for even higher quality. We serve that pursuit with the supply of innovative design, careful construction and certification of check fixtures, gauges, and automation systems. Vertically integrated to ensure quality and timing, we empower our people to explore the latest technologies and improve our processes to satisfy our customers' needs.

3. Our Supply Chains

The supply chains of A V Gauge consist of suppliers of metal and composite materials, manufactured industrial components, service providers for computer programming, machine calibration, equipment safety, scrap metal and cutting fluid recycling, industrial plant supplies, transportation, ISO audit verification, accounting, legal, internet, telephony, and payroll, as well as office supplies. The firm also uses air travel and hotel accommodations throughout North America.

4. Our Policies

A V Gauge & Fixture expects each of its employees to comply with all applicable laws. We are also committed to promoting honesty and integrity and maintaining the highest standards of ethical conduct in all its activities. A V Gauge's reputation is founded on the personal integrity of its employees. Our success is dependent on establishing and maintaining trusting relationships, which are built on this foundation of integrity. As a result, it is the responsibility of each of its employees to live up to the standards of ethical conduct adopted by A V Gauge & Fixture and set out in the Code of Conduct Policy ("the Code").

As a representative of A V Gauge, each employee occupies a position of trust in his or her interactions with other employees, government authorities and A V Gauge's business partners, investors, advisors, suppliers, related companies and other stakeholders. The Code is intended to help guide employees in these interactions and to ensure that their behavior is consistent with the standards of ethical conduct adopted by A V Gauge.



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A V Gauge is committed to operating within the framework of all applicable laws, rules, regulations, and orders. To ensure A V Gauge's compliance with applicable laws, all employees take reasonable steps to familiarize themselves with the legal framework affecting their corporate duties and ensure that their conduct is compliant.

Employees must promptly report all violations of applicable laws of the Code. An employee who breaches any applicable laws or the Code, or observes such a breach, must immediately report it to his or her immediate supervisor, Human Resources Department representative, or a member of senior management. A V Gauge will protect against retribution or retaliation against any employee who, in good faith, reports actual or perceived breaches of any applicable laws or the Code by other employees or problems with A V Gauge's policies, procedures or practices.

5. Assessing Our Risk

Our risk assessment continues to consider factors such as country of origin; industry sector; type of supplied goods or services; use of temporary or migrant labour; supplier criticality and spend; and publicly available human rights risk indicators.

Certain upstream supply chains associated with raw materials, imported manufactured components, and global subcontracting may present elevated inherent risks related to forced labour or child labour. A V Gauge continues to assess these areas through supplier engagement and due diligence activities.

During 2025, A V Gauge reviewed supplier information and incorporated forced labour and child labour considerations into supplier evaluation activities. Supplier terms and conditions were reviewed and updated where appropriate to include compliance expectations related to human rights and ethical labour practices. We implemented a grievance mechanism process and completed our supplier mapping activities.

Training and awareness materials were provided to relevant employees involved in procurement, supplier management, and leadership functions to improve awareness of forced labour and child labour risks and reporting expectations.

6. Our Commitments

The ethical treatment of all people and regard for human rights is core to our vision of a sustainable future for all. We are committed to ensuring that the way we conduct our business reflects our values and our belief that everyone should be treated with dignity and respect.

A V Gauge is committed to ensuring that our operations and those of the companies in our supply chain respect human rights and protect the environment.

Oversight of forced labour and child labour compliance is managed by Senior Management in coordination with Human Resources, Purchasing, and Operations. Supplier compliance activities, risk assessments, and policy updates are reviewed periodically by management to support ongoing compliance with the Act.

New team members are required to read and sign that they understand our company Code of Conduct when they join the company.



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7. Remediation Measures

During the reporting period, A V Gauge did not identify any instances of forced labour or child labour within its operations or supply chains requiring remediation measures.

As no instances were identified, no measures were required to remediate the loss of income to vulnerable families resulting from actions taken to eliminate forced labour or child labour.


8. Our Plans for 2026

- Look for opportunities to enhance supplier onboarding documentation.
- Increase supplier survey response rate to mitigate gaps in risk assessment.
- Combine our supplier Forced Labour and Child Labour risk assessments with our existing annual supplier review process.
- Work toward formalizing supplier expectations through a supplier code of conduct and contractual compliance obligations related to ethical labour practices and human rights.

9. Approval & Signature/Attestation

This report was approved by A V Gauge's Senior Management team on May 27, 2026, and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at www.avgauge.com.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all respect to the purposes of the Act, for the reporting year listed above.



Tim Campeau
President, A V Gauge & Fixture Inc.

May 27, 2026