

OVERVIEW

Child and Forced Labour are pervasive problems throughout the world. As a Canadian employer and purchaser of services and goods outside of Canada, Integral Energy Services Ltd. (Integral) has an important role to play in these issues. To this end, Integral has adopted the following Policy to reinforce its core value of treating all people with dignity and respect:

- Integral strictly and explicitly prohibit the use of child Labour and forced or compulsory Labour. No employee is made to work against his or her will, or subject to corporal punishment, to threat or to coercion of any type in relation to work.
- We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.
- We expect the suppliers and contractors with whom we do business to uphold the same standards. Should a pattern of violation of this policy become known to Integral and not be corrected, we shall discontinue the business relationship.
- For purposes of this policy and for instances outside of Canada, as defined by the International Labour Organization (ILO), a “child” is anyone who is less than 15 years of age.
- For purposes of this policy and for instances inside of Canada in which our facilities are located; in Alberta, a “child” is anyone who is less than 18 years of age, in B.C. a “child” is anyone who is less than 19 years of age and in Saskatchewan, a “child” is anyone who is less than 17 years of age. Any work conducted in any other Canadian province shall follow the respective provincial definition of a minor.
- Integral supports temporary workplace internship and apprenticeship education programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health, and compulsory education are not compromised in any way.

It is the responsibility of management to implement and ensure compliance with this Policy at Integral facilities in each region that we work. Integral Procurement has the responsibility for ensuring the implementation and compliance with the principles on a global basis by Integral suppliers and contractors.

DATE: May 19, 2026

PRESIDENT: _____


Brendan Brodie