



## **HUMAN TRAFFICKING AND ANTI-SLAVERY CERTIFICATION**

### **INTRODUCTION**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

AAA Canada is committed to improving its practices to prevent slavery and human trafficking.

This statement is made pursuant to sections 279.01 – 279.04 of the Criminal Code of Canada and Section 118 of the Immigration and Refugee Protection Act and constitutes AAA Canada's *Human trafficking and Anti-Slavery Certification* for the year ending December 2026.

### **ORGANIZATIONAL STRUCTURE**

AAA Canada provides its clients with specialized on-site outsourcing services and technical assistance for the aerospace, ground transportation and defence industries. Our services focus on industrialization, production, and supplier monitoring processes.

AAA Canada draws its strength from the European Group AAA, a key stakeholder in the aerospace industry for 25 years, generating annual revenues of more than 300 million dollars and employing over 3,500 people worldwide.

### **HUMAN TRAFFICKING & ANTI-SLAVERY POLICY**

AAA Canada is committed to ensuring that there is no modern slavery or human trafficking in supply chains or any part of the business.

Considering the obligation to report on measures to ensure that all parts of the business are slavery free, AAA Canada has established a modern slavery and human trafficking policy, identifying and tackling such issues.

AAA Canada's *Human Trafficking & Anti-Slavery Policy* demonstrates its commitment to:

- acting ethically and with integrity in all business relationships;
- implementing and enforcing effective control systems to ensure compliance of the policy throughout the supply chain.

### **DUE DILIGENCE PROCESSES**

As part of our initiative to identify and mitigate risk, due diligence procedures and other relevant steps are identified to ensure AAA Canada's capacity to:

- identify, assess and mitigate, situations at risk of slavery and human trafficking;
- monitor potential risk areas.

AAA Canada applies a zero-tolerance policy regarding slavery and human trafficking and, therefore, management, employees, contractors, subcontractors and subcontractors' employees are expected to comply with this policy.

A dedicated compliance team consists of representatives from Operations and Human Resources and is led by Vincenza Tufano, Vice-President, Human Resources. Persons who are a victim to or witness prohibited activities identified in the *Human Trafficking & Anti-Slavery Policy* as well as sections 279.01 – 279.04 of the Criminal Code of Canada and Section 118 of the Immigration and Refugee Protection Act, can report such activities to the dedicated compliance team.

To the best of AAA Canada's knowledge and belief, neither the organization, nor its management, employees, contractors, subcontractors and subcontractors' employees are engaged in human trafficking or slavery activities.

## TRAINING

To ensure a high level of understanding of the business's modern slavery and human trafficking risks, AAA Canada commits to providing training to the compliance team and managers to enable them to identify, address and resolve such issues.

## COMPLIANT PARTNERS

Suppliers and external partners are also required to provide certification of their compliance with Canadian laws and Regulations against Human Trafficking and Slavery.

## EFFECTIVENESS MEASURES

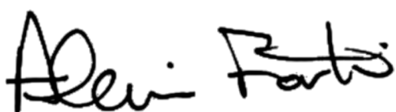
A Performance Governance System indicator is used to measure the process's effectiveness in ensuring that slavery and human trafficking activities are non-existent at any stage of the business or supply chain.

To ensure continued compliance:

- include the *Human Trafficking and Anti-Slavery Policy* in the Company's Performance Governance Report;
- update and distribute the policy annually;
- create awareness at an organizational level, including:
  - designated awareness day is July 30<sup>th</sup>: World Day Against Trafficking in Persons;
  - create a short informative video on combatting slavery and human trafficking;
  - review the policy and ensure signature of the International Mobility Program during the onboarding process;
  - at renewal of the work permit, remit the current *Human Trafficking and Anti-Slavery Policy*, the link to informative video(s) and remind employee of their rights.

The annual *Human Trafficking and Anti-Slavery Certification* is available via Nethris under the Communication/Documents tab and with your manager.

Certified process, by the undersigned,



Alain Fortin  
Vice-President & General Manager