



ANNUAL REPORT

ANNUAL COMPLIANCE
REPORT ON FORCED AND
CHILD LABOUR

UNDER THE REQUIREMENTS OF THE
CANADIAN LEGISLATIVE BILL S-211

2024



OPENING STATEMENT

It is with great pride and a deep sense of responsibility that we present this report detailing our commitment and efforts to prevent forced and child labour within our supply chain. At Barron Base Oil, we recognize the gravity of the global challenge posed by forced labour and its impact on human rights. Our commitment to ethical business practices extends beyond mere compliance—it is a cornerstone of our identity.

Taking a stand against forced and child labour reflects a part of our mission in that we work with our vendors as best partners and evaluate their supply chains and raw material sourcing. We create relationships with our vendors that ensure we will be able to guard against the use of forced and child labour in our supply chain.

In this report, we will share the comprehensive measures we have implemented to identify, assess, and mitigate the risk of forced labor in our supply chain. By embracing transparency, accountability, and collaboration, we aim to set a standard for responsible business conduct that goes beyond mere compliance with regulations. Our journey towards eradicating forced labor is not just a corporate obligation but a moral imperative that we embrace wholeheartedly.

As you delve into the pages of this report, we invite you to join us on this journey of continuous improvement and ethical leadership. Together, we can create a supply chain ecosystem that stands as a beacon of fairness, dignity, and respect for all. Thank you for your interest in our commitment to preventing forced labor, and we look forward to your engagement and support in this critical endeavor.

SCOPE OF REPORT

This report is being submitted as a single report representing Barron Base Oil Corporation, a Canadian Corporation. Barron Base Oil Corporation's business number is 731888483. The report outlines activities for the most recently fully completed financial year which began on January 1st, 2024, and ended on December 31st, 2024.



LEGAL STATUS AND BUSINESS ACTIVITIES IN CANADA

- Barron Base Oil Corporation is the only reporting entity in Canada under Part 2, subsections 11(2)(b) and 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act ("the Act"). Barron Base Oil Corporation acts as the central hub for compliance and oversight for all its operations regarding the import and distribution of goods within Canadian jurisdiction.
- Barron Base Oil Corporation is responsible for all its shipments into Canada and manages all inbound shipments and factory relationships related to its entities and brands.

ACTIVITIES OF BARRON BASE OIL CORPORATION

Barron Base Oil Corporation has been in operation for over 6 years in Canada. We specialize in the wholesale supply of oilfield chemicals and drilling fluids, with particular expertise in invert mud blending, invert fluid supply, and the wholesale distribution of barite.

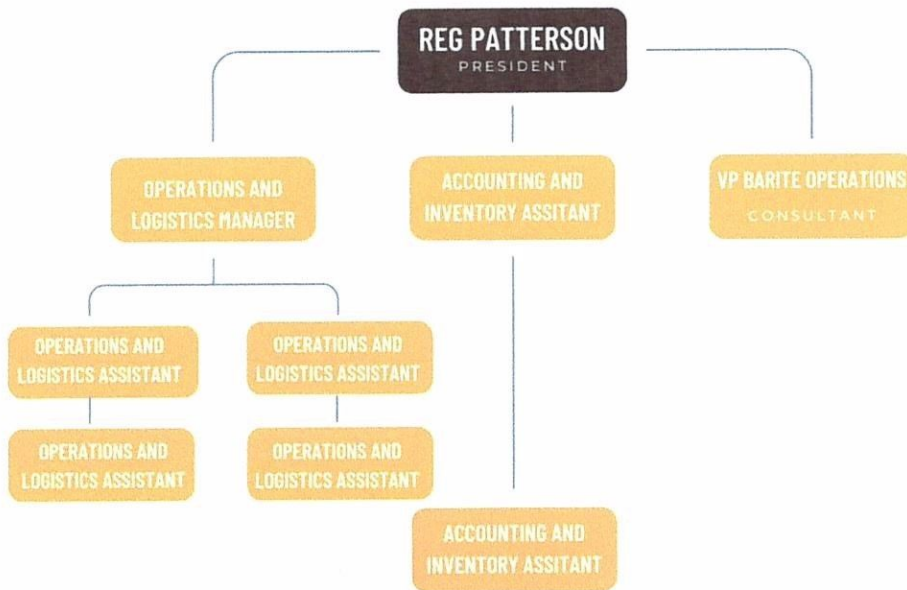
We employ a diverse and dedicated workforce that reflects our commitment to excellence and ethical business practices. We operate one office location in Calgary, Alberta, and we employ some eight employees in Canada. Our operations are active in various places in Alberta and British Columbia.

LIST OF ORGANIZATIONS

Barron Base Oil Corporation is associated with only one industry organization, Enserva. Enserva is the national association representing Canada's energy services, supply, and manufacturing sectors. Enserva was formerly known as the Petroleum Services Association of Canada (PSAC).

ORGANIZATIONAL STRUCTURE

BARRON BASE OIL CORPORATION



SUPPLY CHAIN OVERSIGHT AND LABOUR PRACTICES

Barron Base Oil Corporation's supply chains originate in places all over the world. We source products from several nations including the United States, India, Morocco, and Turkey. Since our supply chain spans so many different countries and several different legislative programs are in place in these countries, we take a more hands on approach to how it is we go about determining whether forced and child labour is being used in our supply chain.

We conduct annual supplier interviews where we question our suppliers on the use of forced labour amongst other ethical questions concerning their business and supply

chain. We also conduct an annual survey where we ask our suppliers if they are actively surveying their supply chain for forced labour. Each of our suppliers is required to sign a compliance statement that we have produced that states that no forced labour has been utilized in the production of its products as per the Act.

If we feel that there may be a potential violation of our internal policies as outlined in our supplier agreement, we will conduct a site visit to our suppliers' manufacturing facility to ensure that forced labour is not present. Last year, we did do a site visit to one of our suppliers and found that no forced labour was present based on our inspection.

If forced or child labour is identified, we will promptly report the matter to Public Safety Canada. Following this, the implicated entity will be immediately removed from our supply chain, and we will initiate a supplier qualification process to identify and certify an alternative source for the required goods.

REMEDATION MEASURES FOR THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES

Currently, there are no measures that we have implemented for the loss of income to vulnerable families subject to forced labour. Barron Base Oil Corporation is a small company that does not have the scope of capabilities to regulate forced labour overseas other than to discontinue business relationships with those within our supply chain who are not meeting our standards of ethical business practices.

REGULAR REVIEW AND POLICY UPDATE

Our current review process involves ongoing engagement and dialogue with our vendors. As noted above, we also conduct an annual review of all vendors, which includes a survey addressing the presence of forced labour and other ethical concerns.

TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

Employee training is currently delivered through an annual meeting that emphasizes the importance of vigilance in identifying signs of forced labour within our supply chain. We are also in the process of developing a concise manual to help employees better recognize and respond to potential indicators of forced labour. This manual will be subject to employee review and formal sign-off.

ASSESSING THE EFFECTIVENESS OF OUR PLAN IN FIGHTING FORCED AND CHILD LABOUR

Currently we have no formal assessment of our forced labour prevention measures other than our annual evaluation and company-wide meeting on the subject.

CLOSING STATEMENT

At Barron Base Oil Corporation, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through rigorous monitoring, supplier engagement, and continuous improvement initiatives, we have implemented robust measures to prevent the scourge of forced labour from infiltrating our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes, ongoing audits, and partnerships with credible third-party organizations to ensure compliance with internationally recognized labour standards. Furthermore, we recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labour.

While we are proud of the strides we have made, we acknowledge that eradicating forced labour requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.

ATTESTATION

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

Full name: **Reg Patterson**

Title: **President**

Date: **May 20th, 2025**

Signature:

A handwritten signature in black ink, appearing to be "Reg Patterson", written over a light blue horizontal line.

I have the authority to legally bind 'Barron Base Oil Corporation.'